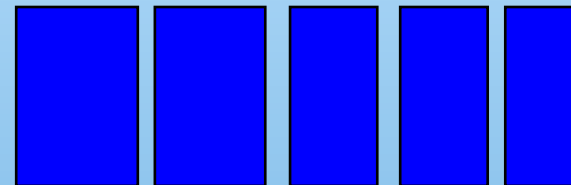







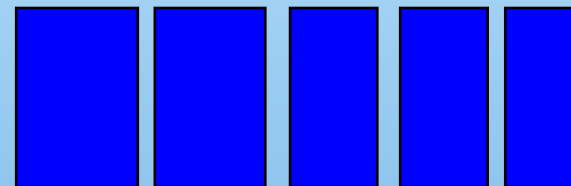
# Grading Criteria



Category			
<b>Manning</b>	<89%	90% - 94%	95% & Above
<b>Recruiting</b> Pct of Goal	<89%	90% - 94%	95% & Above
<b>Advancements</b> Verses TAFMS ALNAV Flow Pts	>18 Months	7-17 Months	≤6 Months
<b>Shore Billet Quality</b> Pct In Rate Shore Billets	<74%	75% - 84%	85% & Above
<b>Sea Shore Rotation</b> (E5 - E9)	>48 Months	42-48 Months	36-39 Months
<b>Reenlistments</b> Pct Difference vs Goal	>10%	6-10%	≤ 5%
<b>Attrition (Zone A)</b> (Zones B & C)	>10% (>5%)	6-10% (3-5%)	≤ 5% (≤ 2%)
<b>SRB</b>	NAVADMIN published annually with current rates and zones. <i>Latest: NAVADMIN 159/03 (June 03)</i>		
<b>EB/NCF/LRP</b>	Used as recruiting tool to attain assessment goals in specific ratings. <i>Latest: EB GENADMIN (No DTG) NCF-LRP DTG282149Z Feb 03</i>		
<b>Sea/Shore Rotation</b>	Based on Ratio of Sea to Shore Billets. Updated every 18 months. <i>Latest: NAVADMIN 341/01 (Dec 01)</i>		
<b>Striker/Entry Opportunity</b>	Obtained from Career Reenlistment Objectives (CREO)/Rating Entry for General Apprentices (REGO) NAVADMIN <i>Latest: NAVADMIN 317/03 (Dec 03)</i>		
<b>Priority Rating</b>	Priority Ratings list is the CNRC "Hot List" of critically undermanned ratings as determined by OPNAV N1.		
<b>Perform to Serve (PTS)</b>	A Force shaping tool by leveling rating manning from overmanned to undermanned rates. <i>Latest: NAVADMIN 316/03 DTG101135Z (Dec 03)</i>		



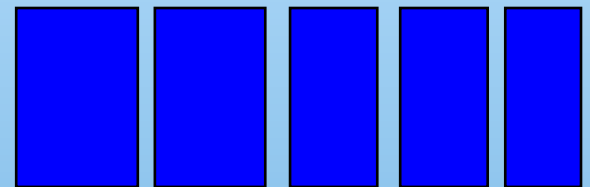
# People Metrics - Enlisted (May 2004 Data)



Rate	Overall	Manning (INV/BA)	Sea/Shore Rotation	Advancements	Recruiting	Shore Billet Quality	Reenlistments	Zone A Attrition
CS	Yellow	Green	Yellow	Yellow	Green	Green	Green	Yellow
CS (SS)	Green	Green	Yellow	Green	Green	Yellow	Green	Yellow
DK	Yellow	Green	Yellow	Yellow	Red	Green	Green	Green
PC	Yellow	Green	Yellow	Yellow	Red	Green	Green	Yellow
SH	Yellow	Green	Yellow	Yellow	Red	Red	Green	Yellow
SK	Green	Green	Yellow	Green	Green	Green	Green	Yellow
SK (SS)	Green	Green	Green	Green	Green	Green	Green	Yellow



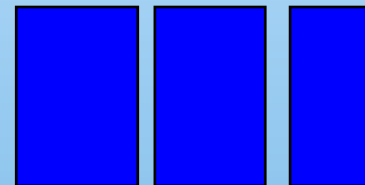
# People Metrics - FTS Enlisted (May 2004 Data)



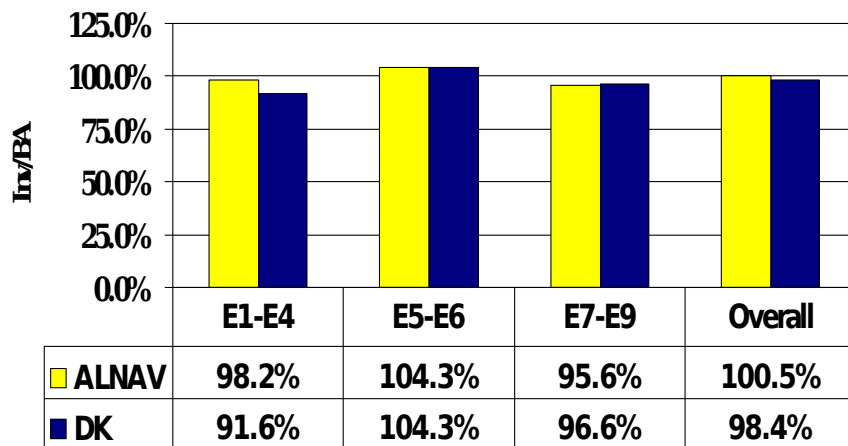
Rate	Overall	Manning (INV/BA)	Sea/Shore Rotation	Advancements	Recruiting	Shore Billet Quality	Reenlistments	Zone A Attrition
CS FTS								
DK FTS								
SK FTS								



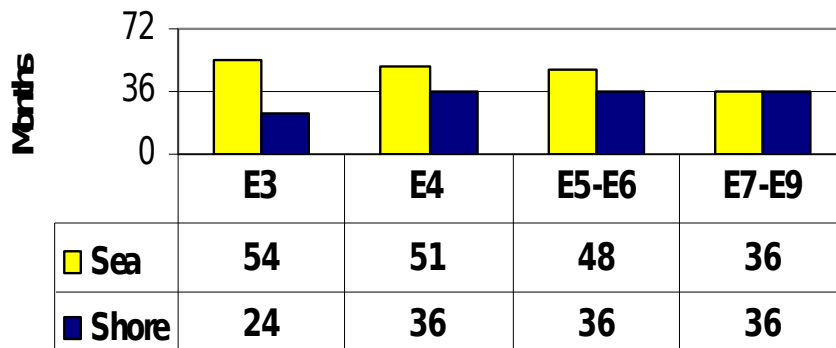
# DK Rating Profile



DK (BA) Manning



DK Sea/Shore Rotation



## Overall Rating Grade



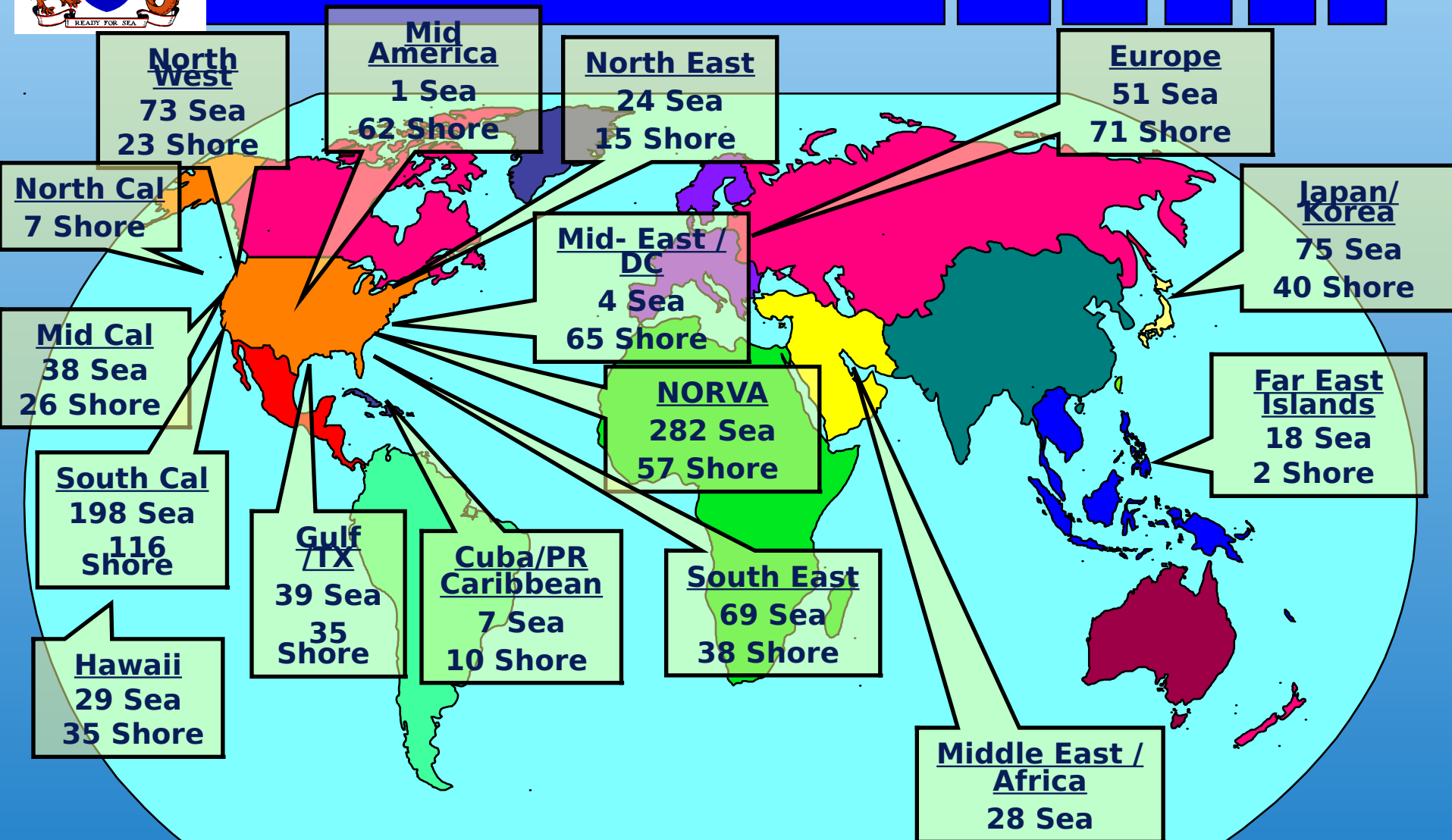
Category	E1-E4	E5-E6	E7- E9	Overall
Manning				
Sea/Shore Rotation				
Advancement Opportunity				
Recruiting				
Shore Billet Quality				

	Zone A	Zone B	Zone C	Overall
Reenlistments				
Attrition				

	Yes	No
SRB		✓
EB		✓
Priority Rating		✓
Striker/Entry Opportunity	Approval Required	
Perform to Serve (PTS)	✓	



# DK Billet Locations



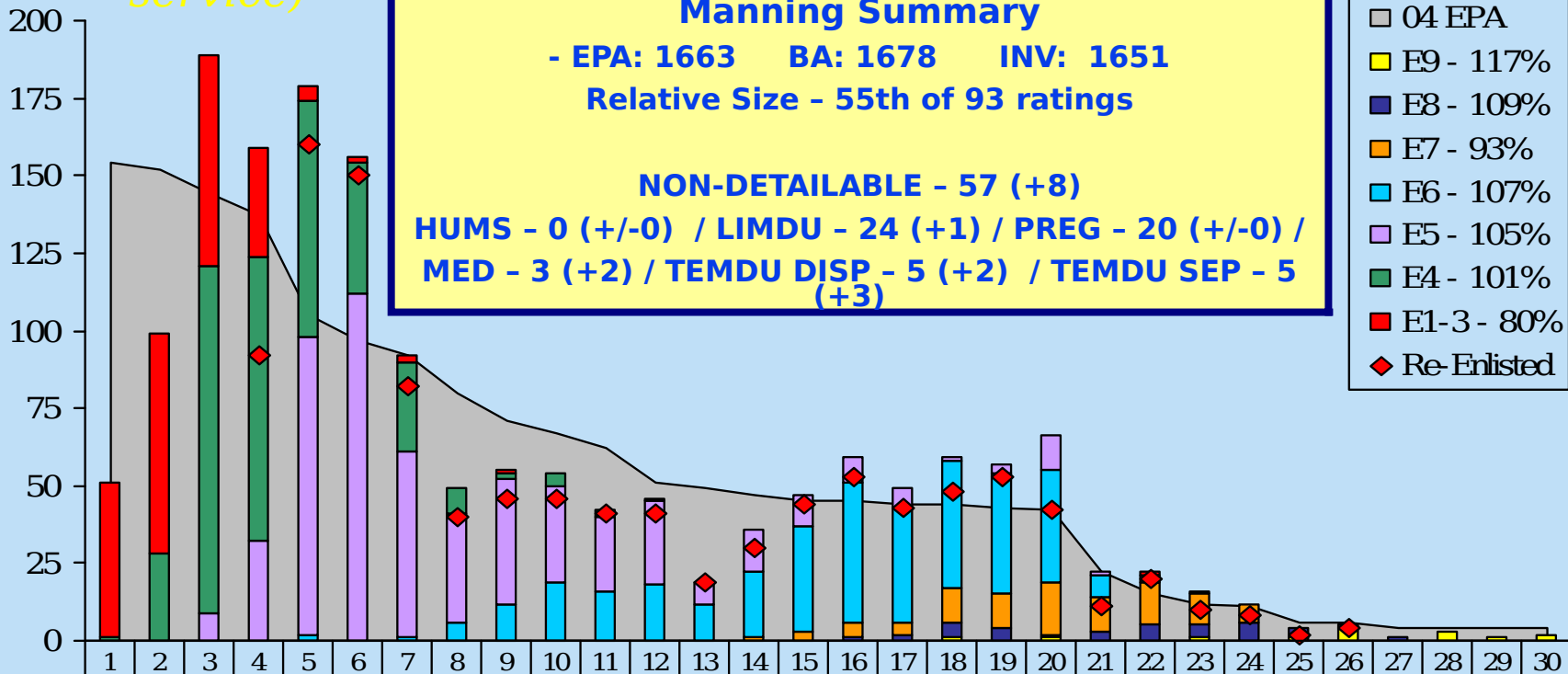


# DK Inventory Distribution

(by length of

service)

Inventory.

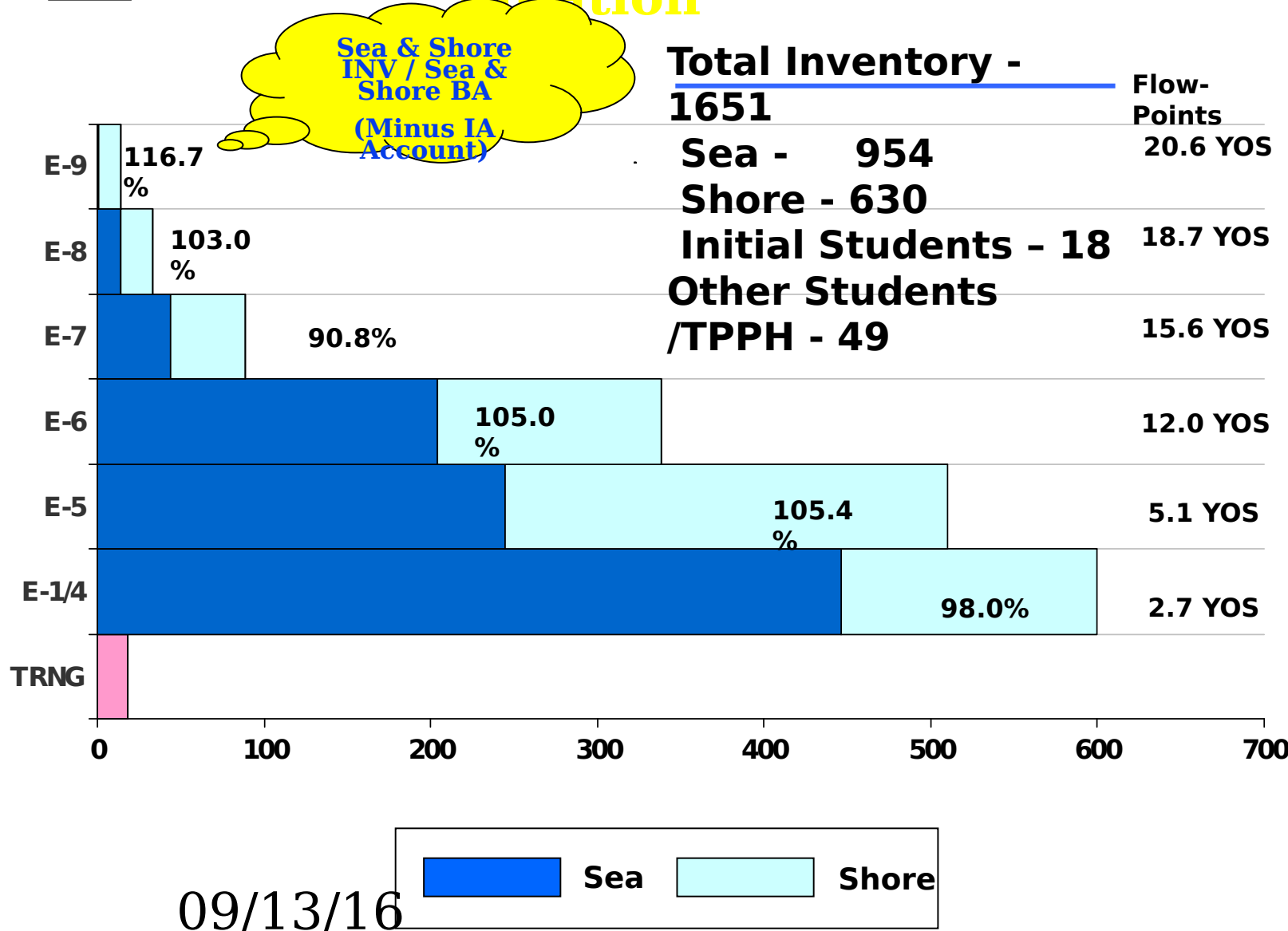
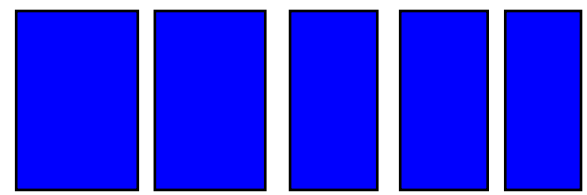


E4 - 8 Year  
HYT---loss  
of 17 DK3

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
04 EPA	154	152	144	137	105	97	92	80	71	67	62	51	49	47	45	45	44	44	43	42	22	15	12	11	6	6	4	4	4	4
E9 - 117%																		1		1			1		1	4		3	1	2
E8 - 109%																1	2	5	4	1	3	5	4	6	3	1	1			
E7 - 93%														1	3	5	4	11	11	17	11	14	10	6						
E6 - 107%					2		1	6	12	19	16	18	12	21	34	45	37	41	39	36	7	2	1							
E5 - 105%			9	32	96	112	60	35	40	31	24	27	7	14	10	8	6	1	3	11	1									
E4 - 101%	1	28	112	92	76	42	29	8	2	4	2	1																		
E1-3 - 80%	50	71	68	35	5	2	2		1												1									
Re-Enlisted				92	160	150	82	40	46	46	41	41	19	30	44	53	43	48	53	42	11	20	10	8	2	4				



# DK Rating Sea/Shore Population and Rotation

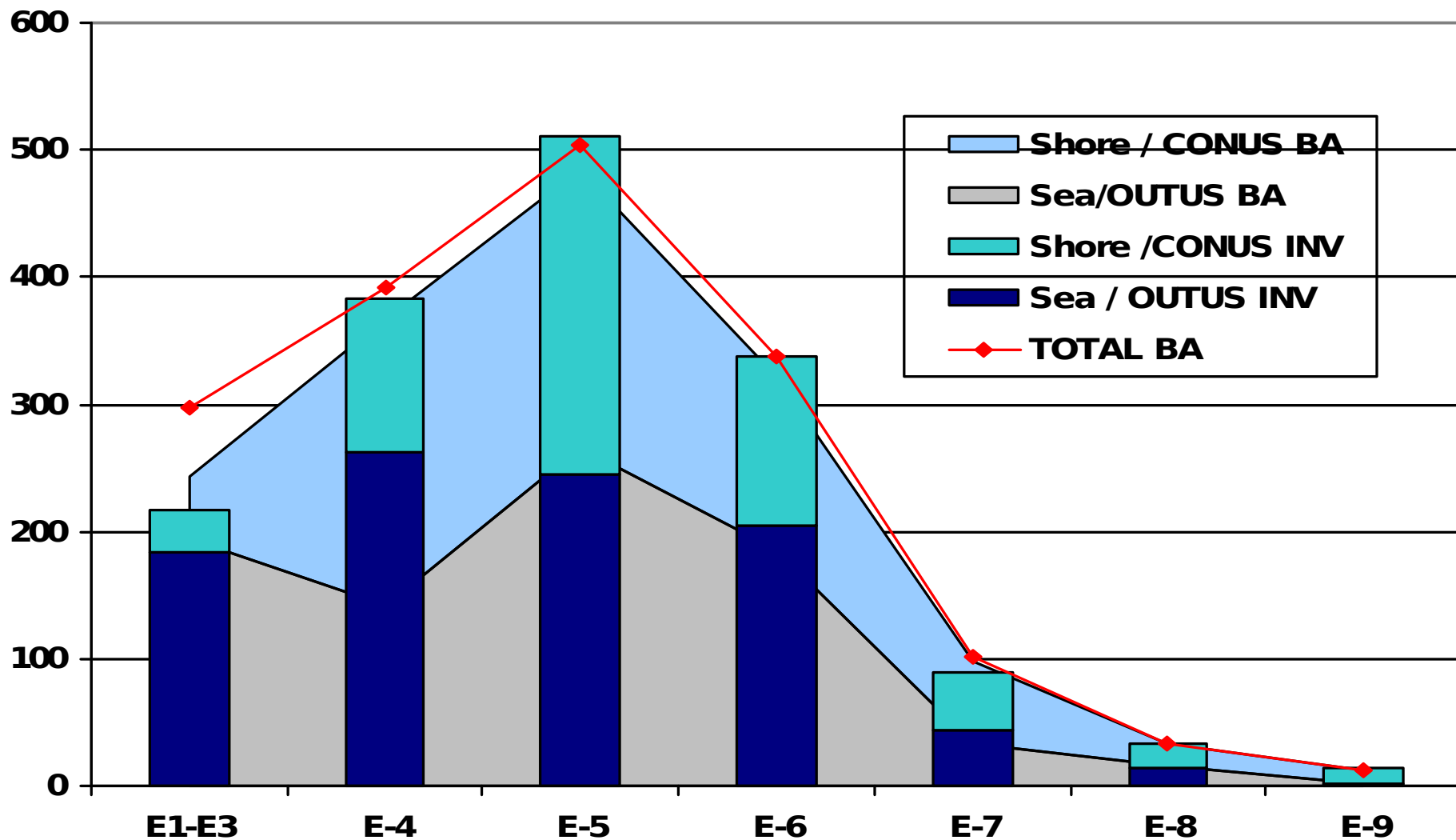
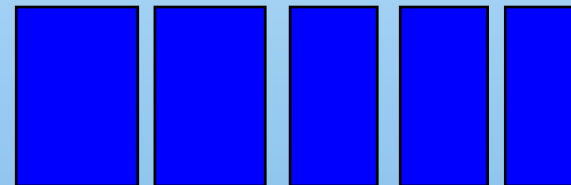


**Total Inventory - 1651**  
**Sea - 954**  
**Shore - 630**  
**Initial Students - 18**  
**Other Students /TPPH - 49**





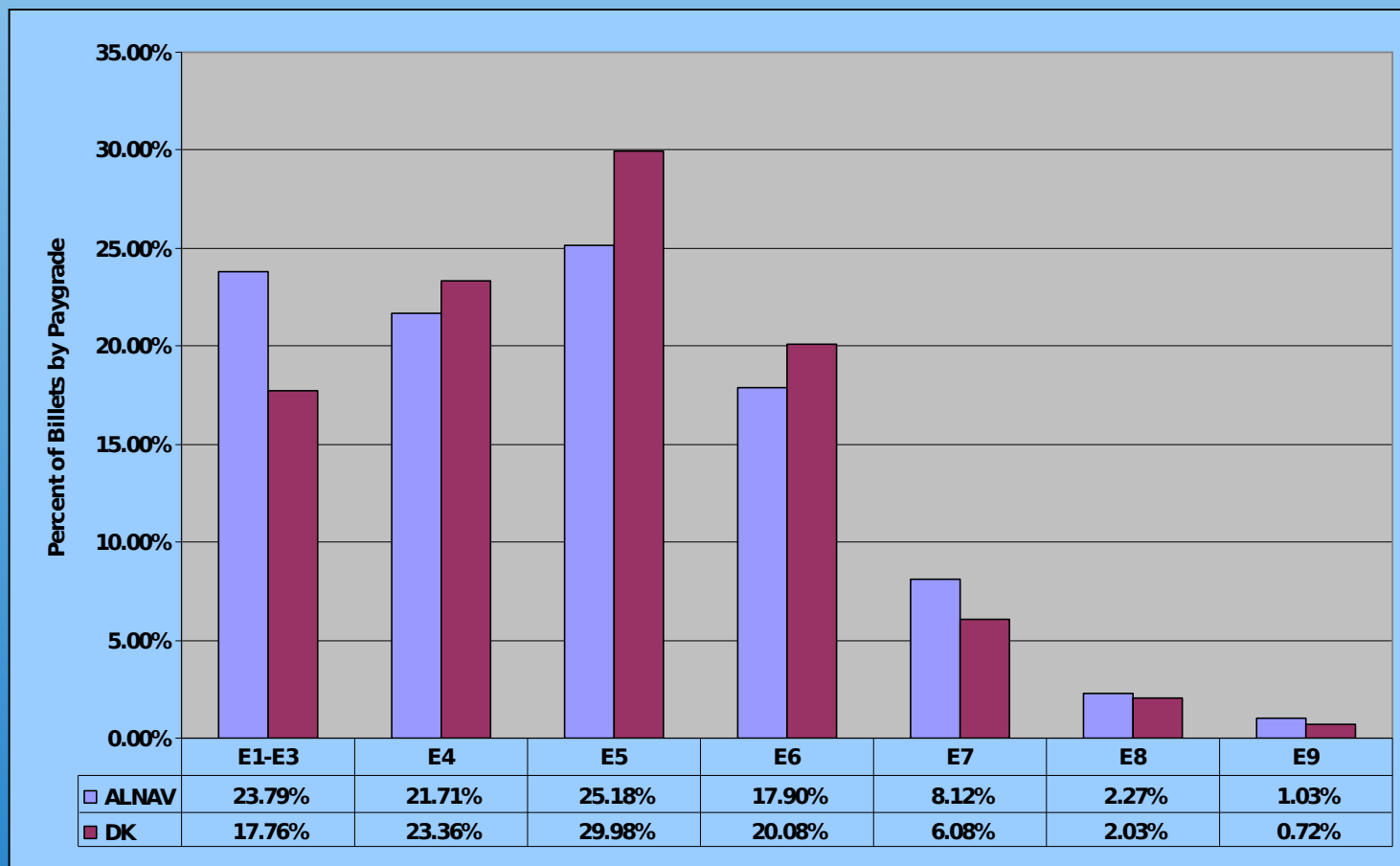
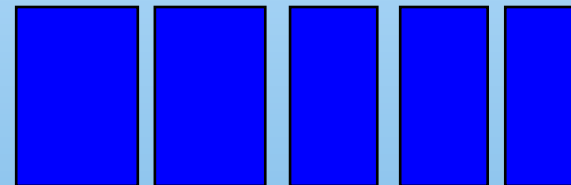
# DK Rating Billet Analysis







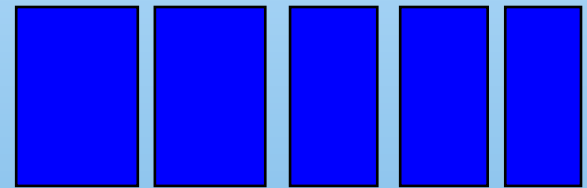
# DK Paygrade Distribution (Billet Pyramid/Diamond)



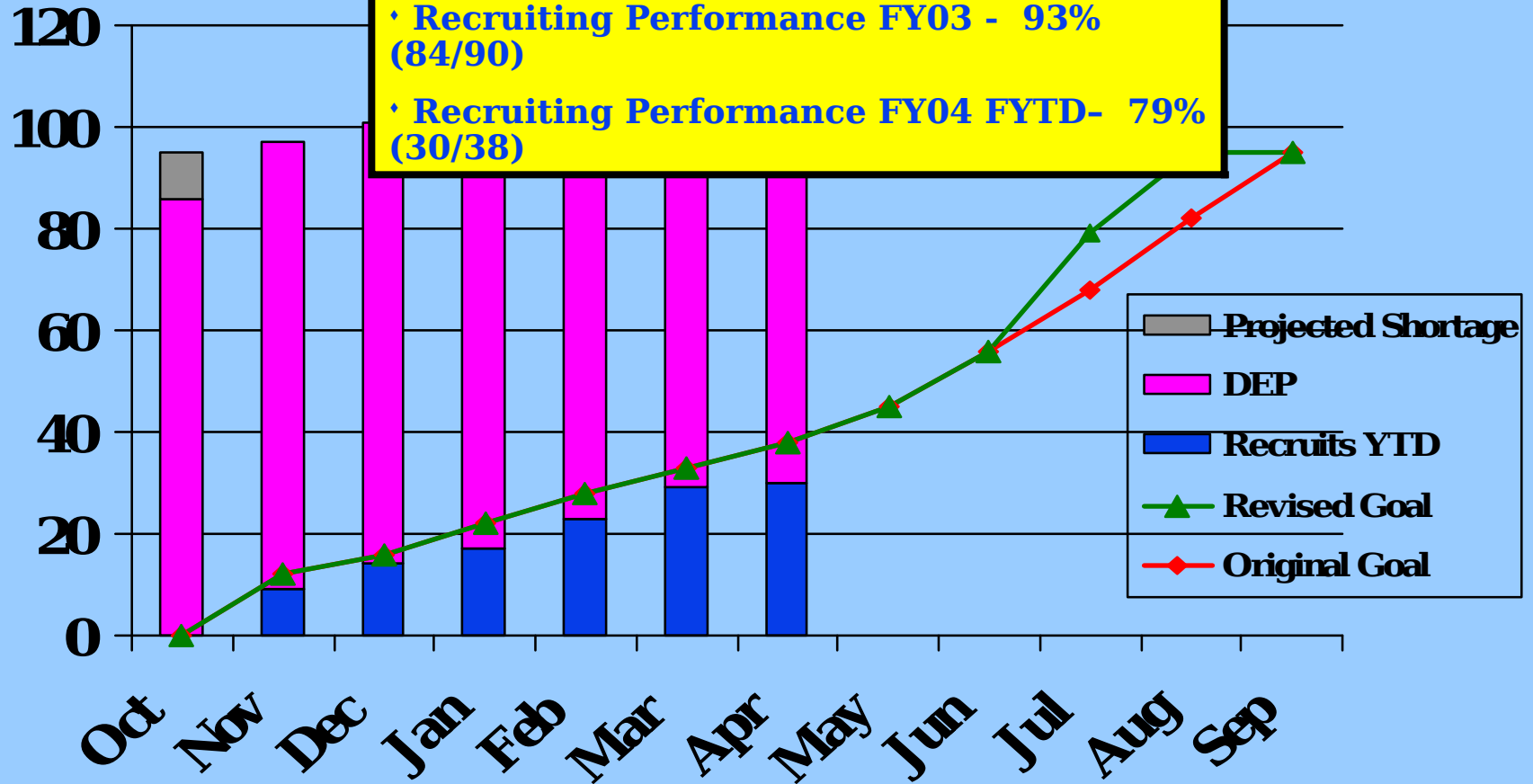
09/13/16



# DK Recruiting



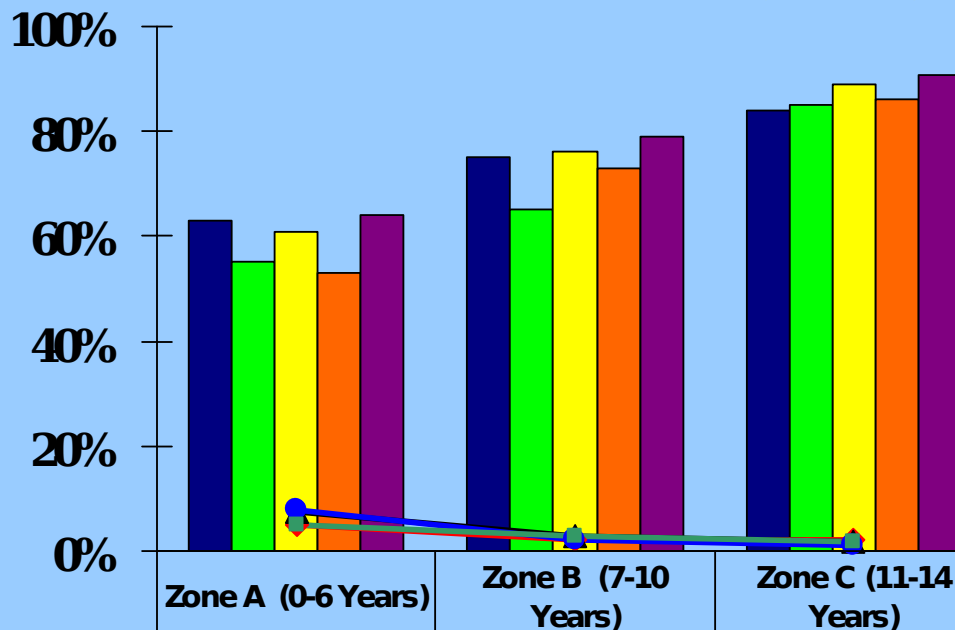
• Recruiting Performance FY02 - 132%  
(202/153)  
• Recruiting Performance FY03 - 93%  
(84/90)  
• Recruiting Performance FY04 FYTD- 79%  
(30/38)





# DK Reenlistments and Attrition (RMS)

Period of  
Report...  
1 May 03 to 31



	Zone A (0-6 Years)	Zone B (7-10 Years)	Zone C (11-14 Years)
DK Actual Reenlist	63%	75%	84%
DK ECM Goal/Reqd	55%	65%	85%
ALSUP Actual Reenlist	61%	76%	89%
ALNAV Actual Reenlist	53%	73%	86%
DK FY 03 Reenlist	64%	79%	91%
DK Actual Attrition	5%	2%	2%
ALSUP Actual Attrition	7%	3%	2%
ALNAV Actual Attrition	8%	2%	1%
DK FY03 Attrition	5%	3%	2%

38 sailors  
lost

## FY 02 Attrition (Zone A)

DK: 1) Drug Abuse - 1.2%  
**4.19%** 2) Serious Offense - 0.7%  
 3) Personality Disorder/Parenthood/  
 Medical/Disability/Misconduct -  
 0.3% (Each)

Supply: 1) Drug Abuse - 2.11%  
**6.56%** 2) Misconduct - 1.26%  
 3) Medical or Disability -  
 0.43%

ALNAV: 1) Drug Abuse - 2.19%  
**9.0%** 2) Fraud/Erroneous Entry -  
**1.69%**  
 3) Misconduct - 1.54%

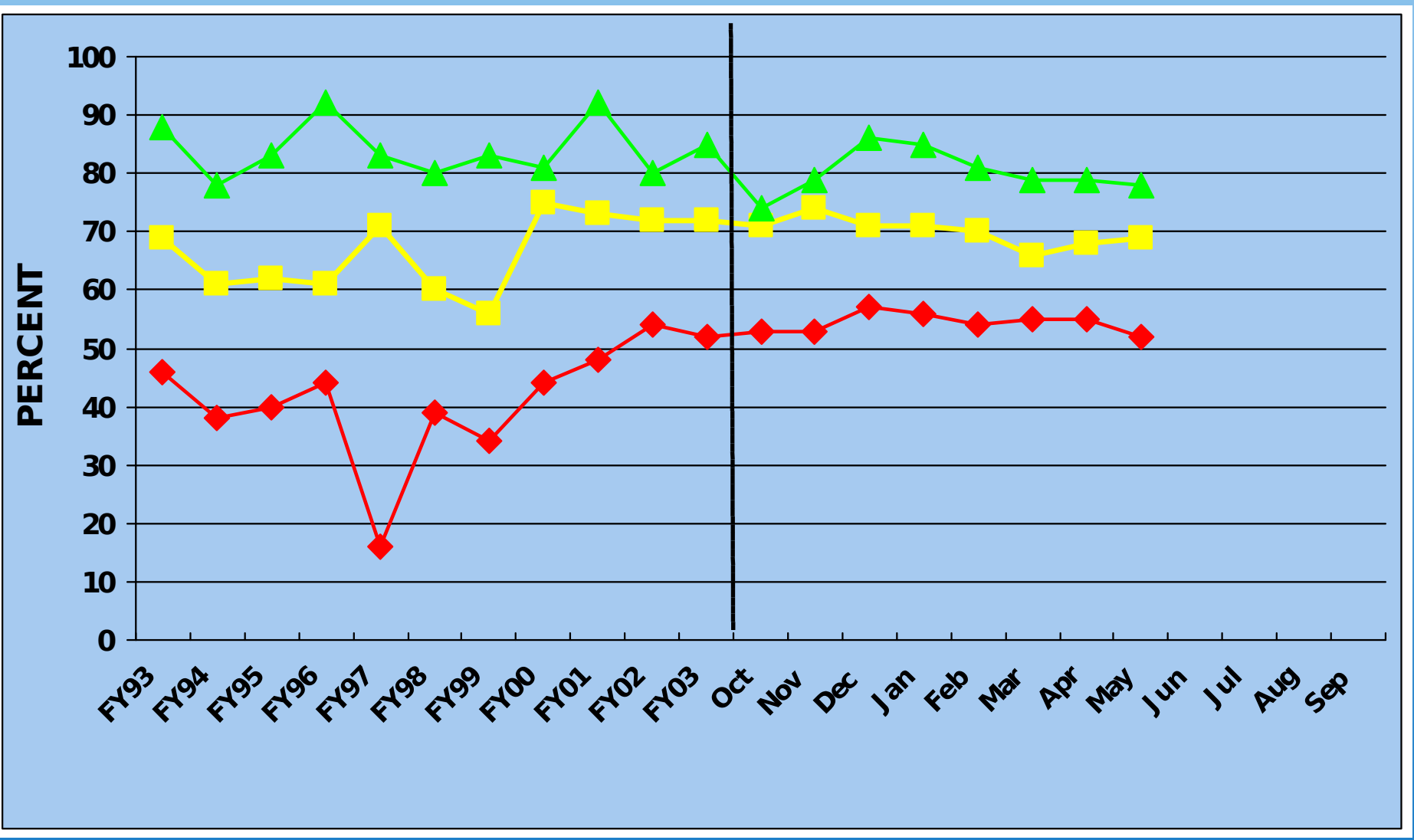
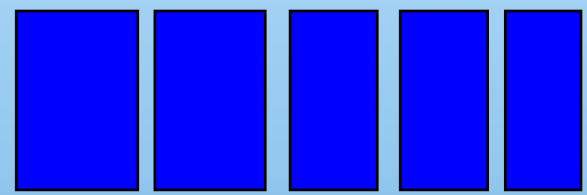
DK: 1) Drug Abuse - 1.26%  
**3.98%** 2) Misconduct - 0.94%  
 3) Serious Offense -  
 0.52%

Supply: 1) Drug Abuse - 2.04%  
**6.97%** 2) Misconduct - 1.18%  
 3) Personality Disability  
 - 1.10%

ALNAV: 1) Drug Abuse - 1.70%  
**8.3%** 2) Fraud/Erroneous  
 Entry - 1.50%  
 3) Misconduct - 1.30 %



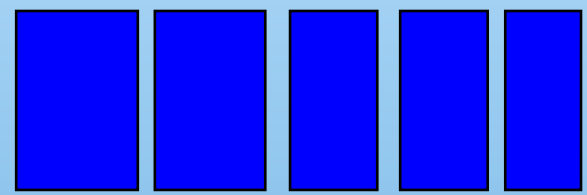
# DK Rating Retention Rates



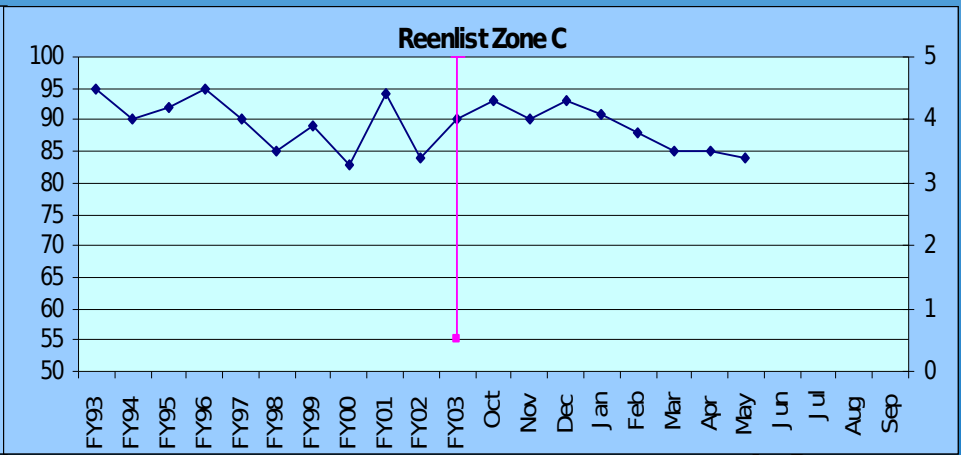
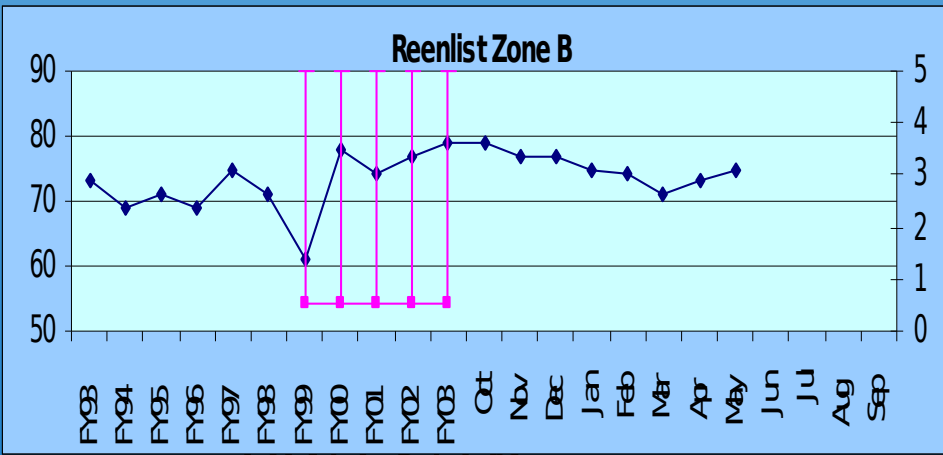
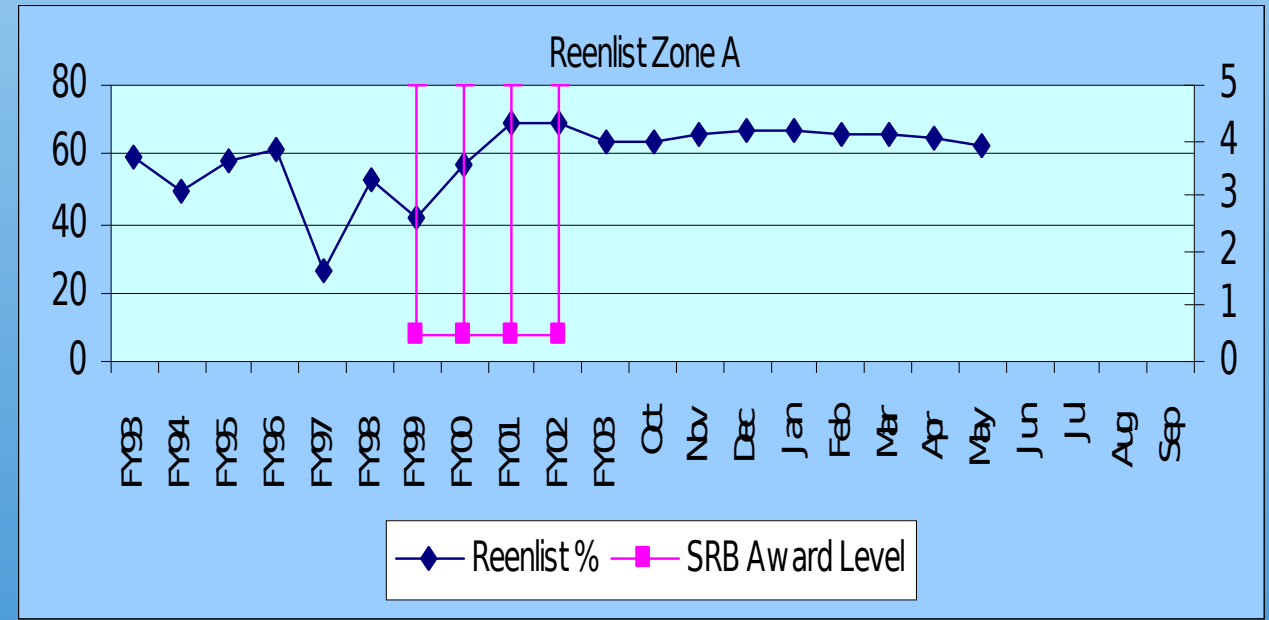


# DK Rating

## Reenlistments Compared With SRB Levels (History)

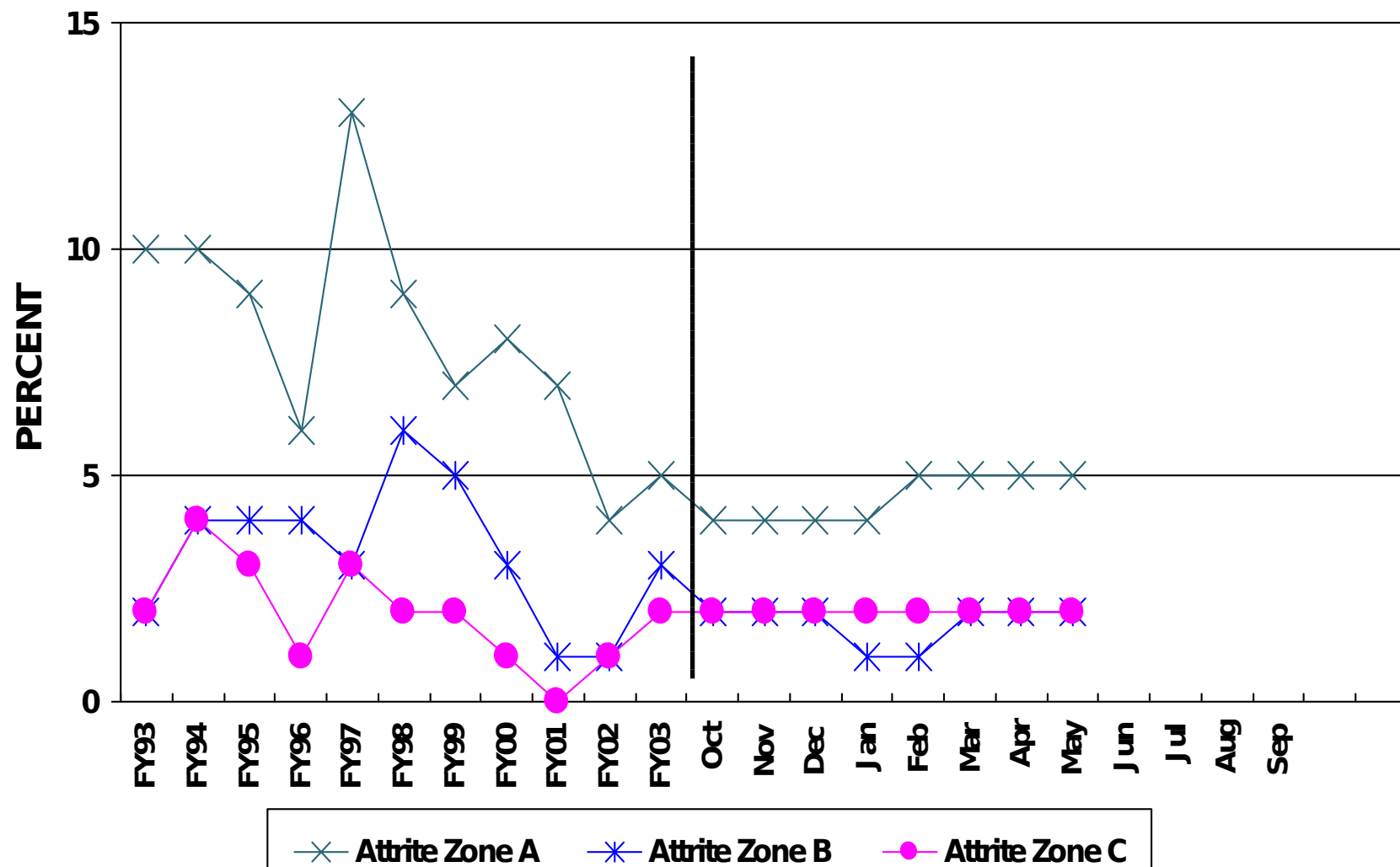
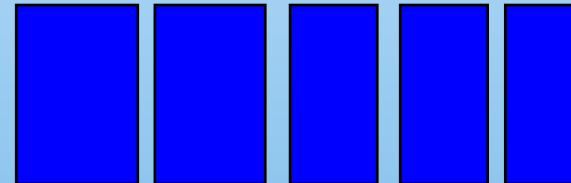


• SRB = Highest Level At Year Established





# DK Rating Attrition (History)

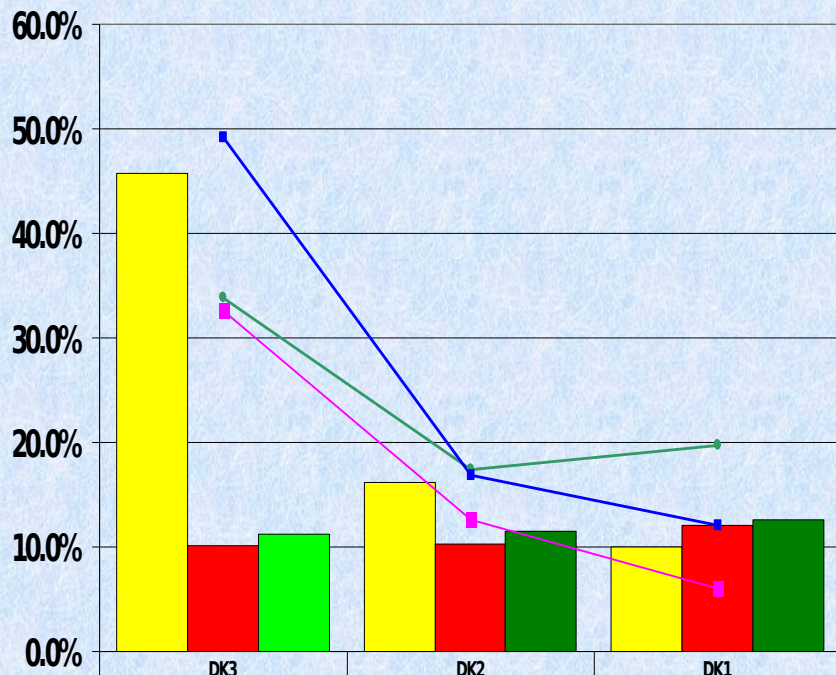




# DK Advancement

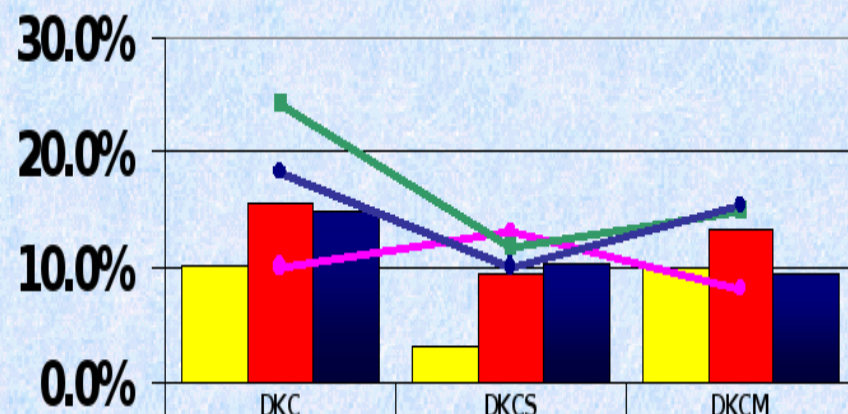
Flow Points (Years)	DK3	ALNAV	DK2	ALNAV	DK1	ALNAV	DKC	ALNAV	DKCS	ALNAV	DKCM	ALNAV
TIG	20	13	35	25	48	5.4	36	5.6	38	5.8	5.3	4.6
TAFMS	27	24	5.1	4.5	12.0	10.4	15.6	14.9	18.7	18.4	20.6	20.2

## DK Advancement E4-E6



	DK3	DK2	DK1
Sep 02	45.7%	16.2%	10.0%
Mar 03	10.2%	10.3%	12.0%
Sep 03	11.3%	11.5%	12.6%
14 Yr DK Avg	32.6%	12.6%	6.0%
ALNAV SEP 03	33.9%	17.4%	19.8%
14 Yr ALNAV AVG	49.2%	16.8%	12.1%

## DK Advancement E7-E9

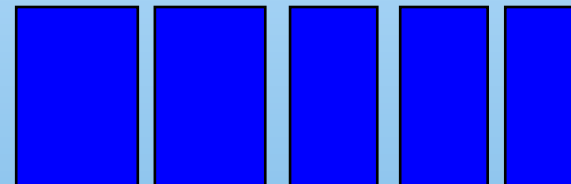


	DKC	DKCS	DKCM
FY 02	10.1%	3.1%	10.0%
FY 03	15.5%	9.6%	13.3%
FY 04	15.0%	10.3%	9.5%
14 Yr DK Avg	9.8%	13.1%	8.0%
ALNAV FY 04	24.2%	11.7%	15.0%
14 Yr ALNAV AVG	18.2%	9.9%	15.3%

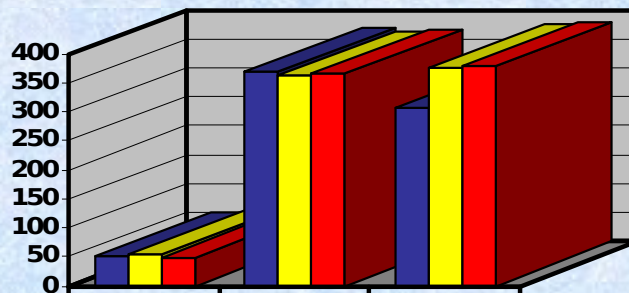




# DK MCA Manning Profile

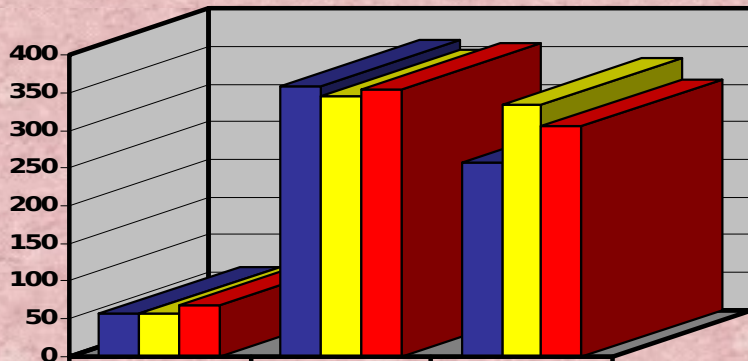


MCA - LANTFLT



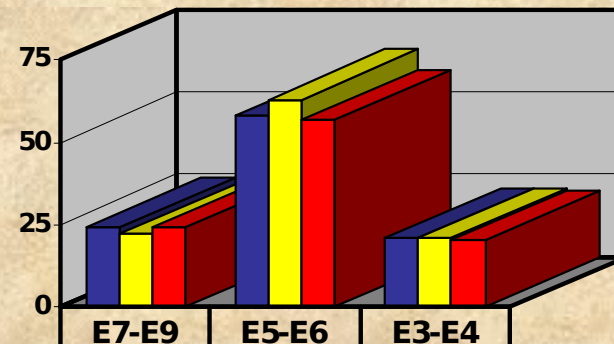
	E7-E9	E5-E6	E3-E4
P9 BA	50	368	308
P9 NMP	55	362	377
COB/INV	49	367	378

MCA - PACFLT



	E7-E9	E5-E6	E3-E4
P9 BA	57	359	257
P9 NMP	56	345	334
COB/INV	68	355	306

MCA - BUPERS

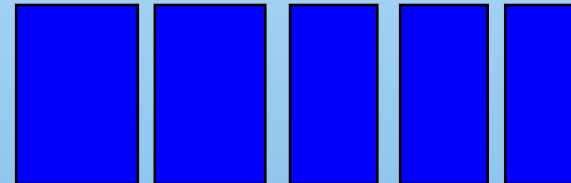


	E7-E9	E5-E6	E3-E4
P9 BA	24	58	21
P9 NMP	22	63	21
COB/INV	24	57	20





# DK Billet Breakdown



## Actual Sailors Serving Out of Rate

Instructor - 1 (+1)

Recruiting - 18 (-2)

RDC - 6 (+2)

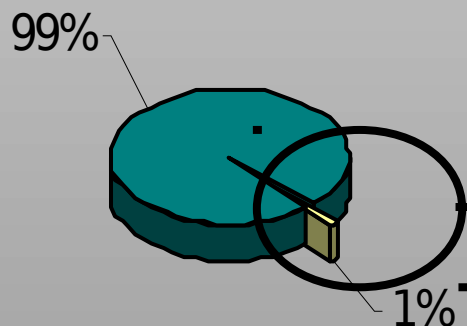
Security - 9 (-2)

General - 3 (-1)

**Total: 37 (-2) people serving in 9 billets**

### DK Shore Billets

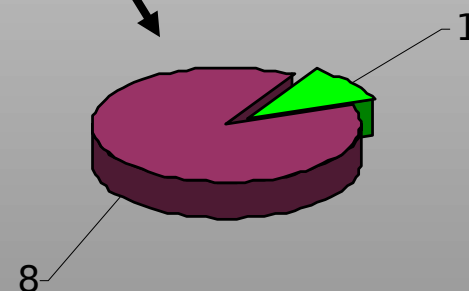
In Rate vs Out of Rate



■ In Rate  
■ Out of Rate

### DK Shore Billets

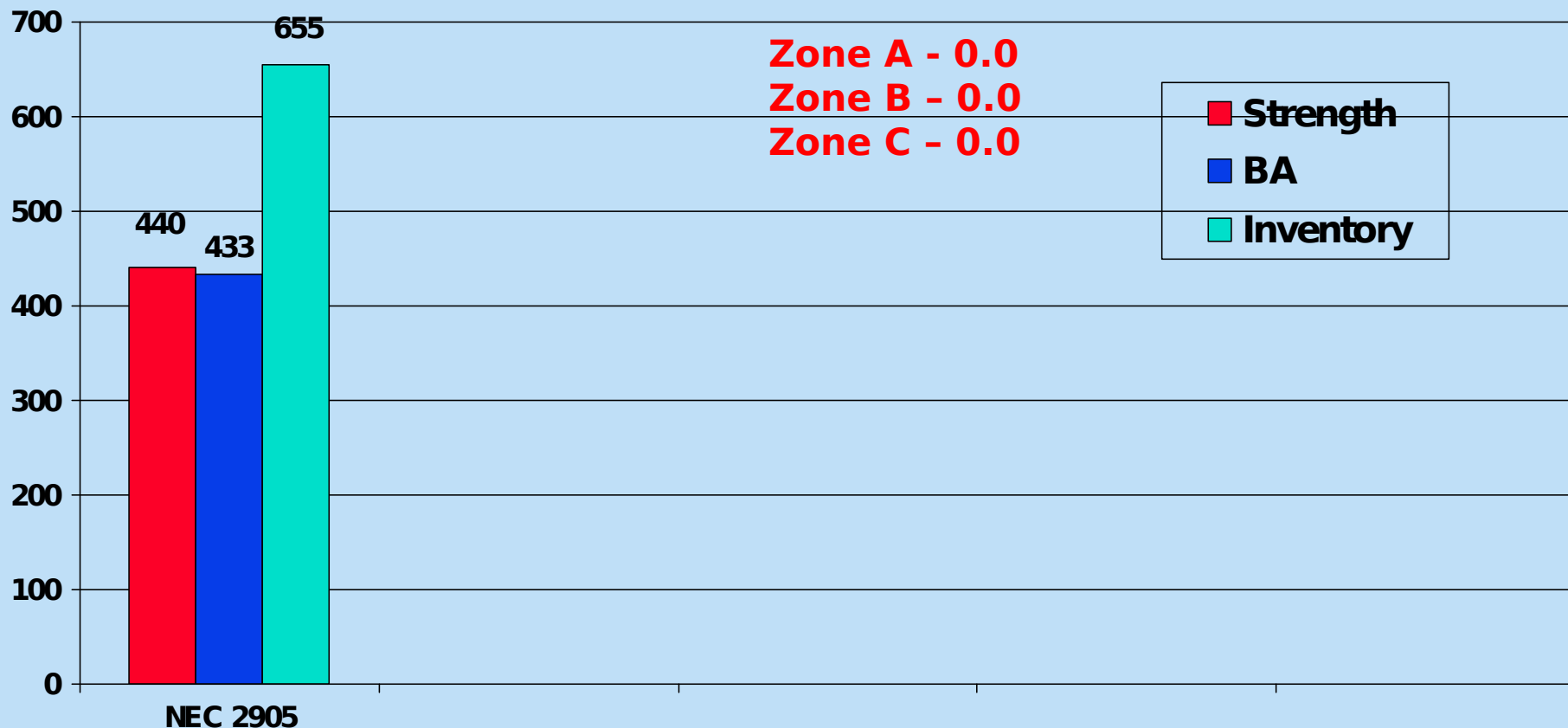
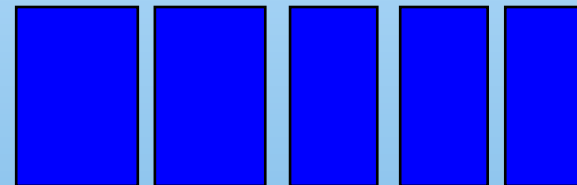
Out of Rate



■ General  
■ Security



# DK Rating NEC Manning and SRB Rates



2905 - Disbursing Afloat Automated System Specialist

09/13/16

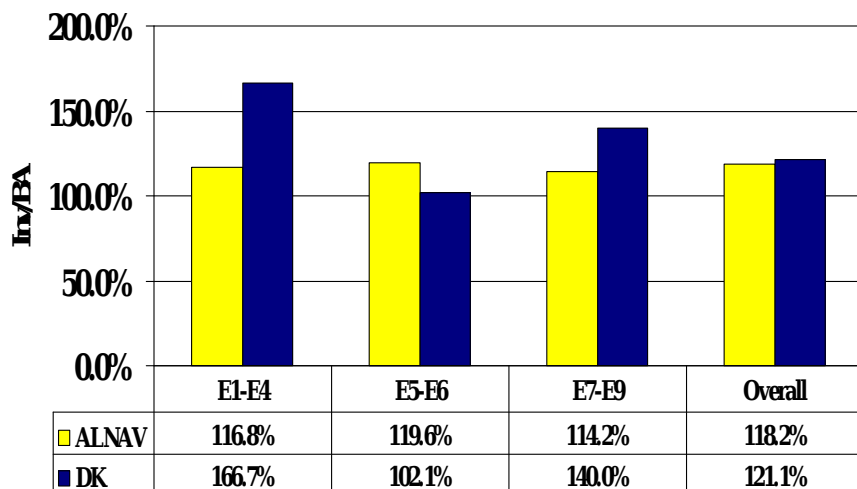
18



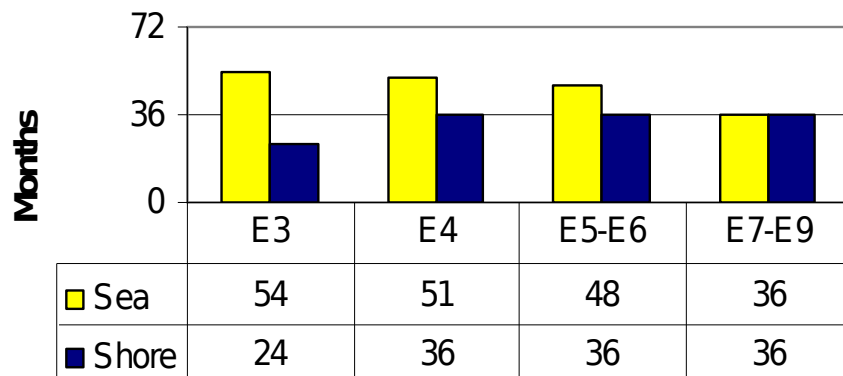
# DK FTS (TAR) Rating Profile



DK (BA) Manning



DK TAR Sea/Shore Rotation



## Overall TAR Rating Grade



Category	E1-E4	E5-E6	E7-E9	Overall
Manning				
Sea/Shore Rotation				
Advancement Opportunity				
Recruiting				
Shore Billet Quality				

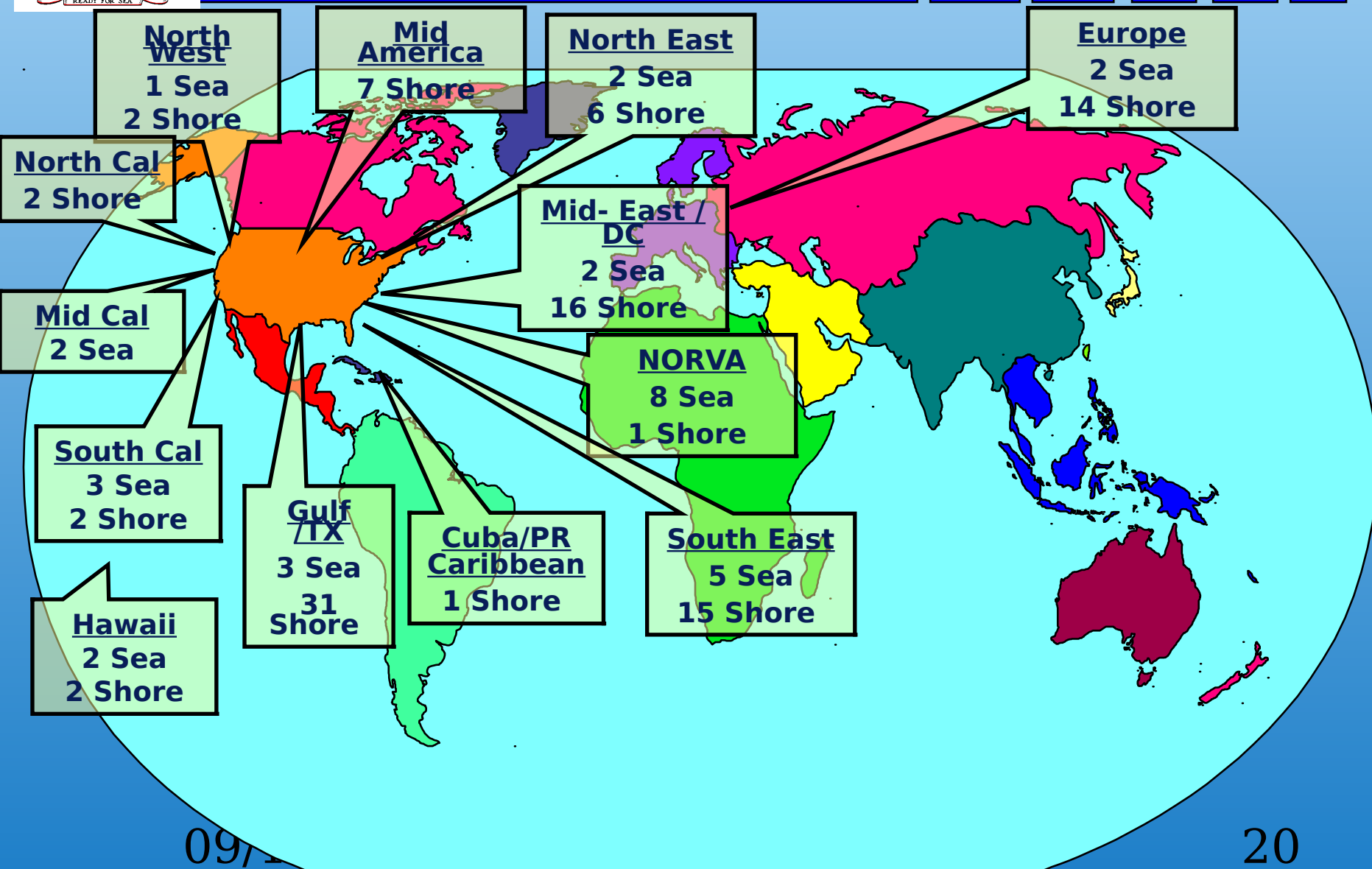
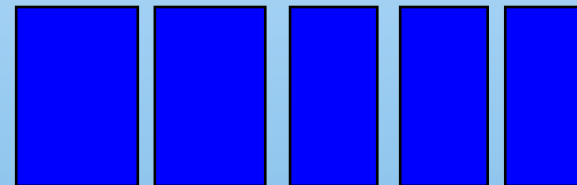
	Zone A	Zone B	Zone C	Overall
Reenlistments				
Attrition				

	Yes	No
SRB		✓
EB		✓
Priority Rating	✓	
Striker/Entry Opportunity	Open	
Perform To Serve (PTS)	✓	

CNRC  
Priority



# DK FTS (TAR) Billet Locations





# DK FTS Inventory Distribution *(by length of service)*

**FTS Manning Summary**  
- EPA: 147    BA: 142    INV: 172  
Relative Size -24th of 31 FTS ratings

**NON-DETAILABLE - 2 (-/+0)**  
**LIMDU - 2 (-/+0) / TEMDU DISP - 0 (+/-0)**

Inventory.

30  
20  
10  
0

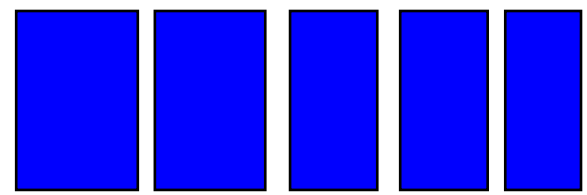
- 04 EPA
- E9 - 100%
- E8 -200%
- E7 - 143%
- E6 - 92%
- E5 - 102%
- E4 - 106%
- E1-3 - 433%
- Re-Enlisted

**E4 - 8 Year  
HYT---loss of  
2 DK3**

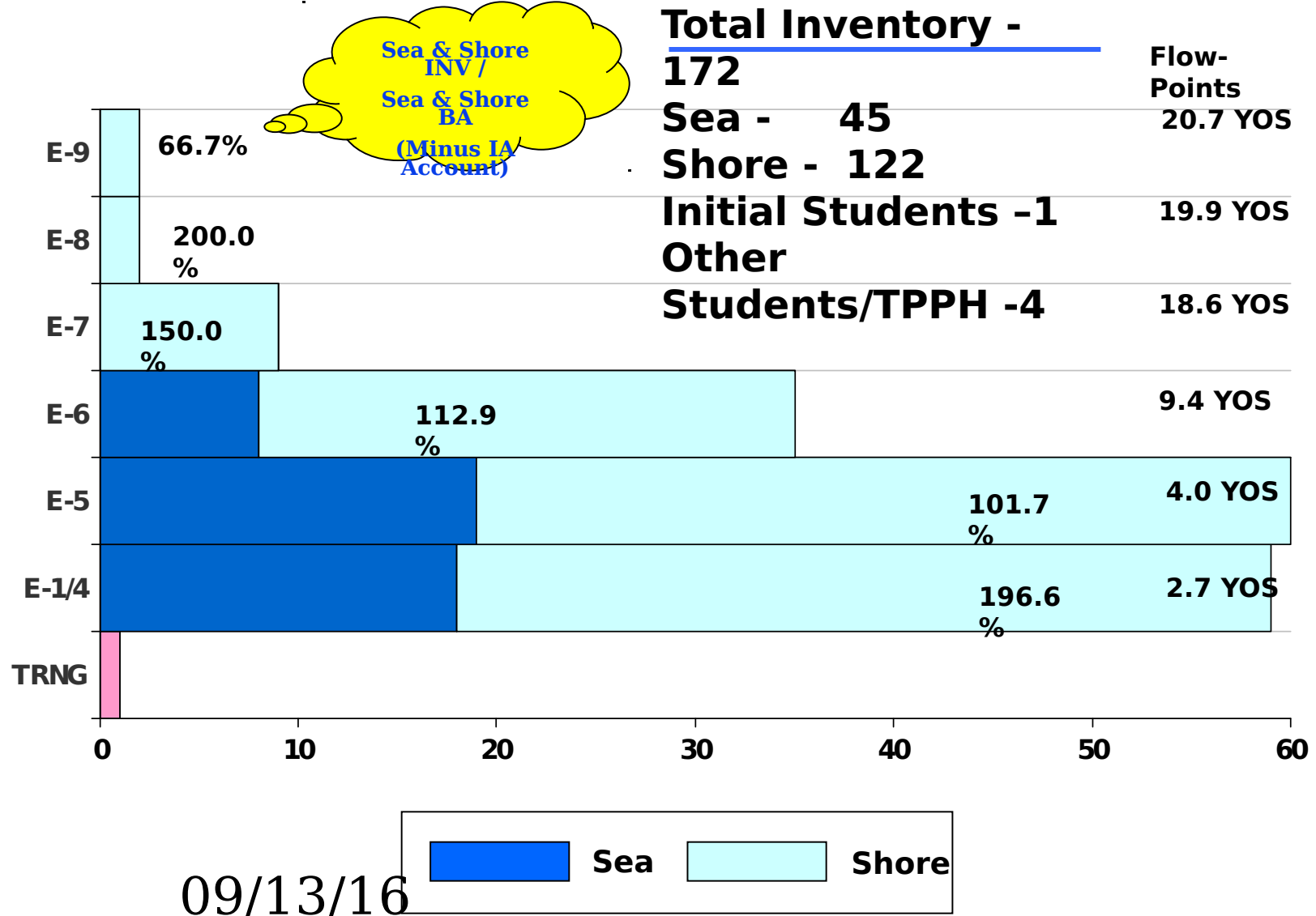
0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
04EPA	15	14	14	11	8	7	6	5	5	5	5	5	5	5	5	5	5	5	5	5	4	4		
E9- 100%																						1	1	
E8-200%																				1				1
E7- 143%															1	1		1	2	3		2		
E6- 92%								3	2	2	5	5	2	2	4	2	3	3	2	1				
E5- 102%			4	5	10	6	14	6	2	1	4	5	3	1		1								
E4- 106%	1	8	12	8	1	2		1		1														
E1-3- 433%	3	18	4	1																				
Re-Enlisted				10	10	7	11	7	4	2	7	9	5	3	4	3	3	4	3	4	1	2	1	1



# DK FTS Rating Sea/Shore Population and Rotation

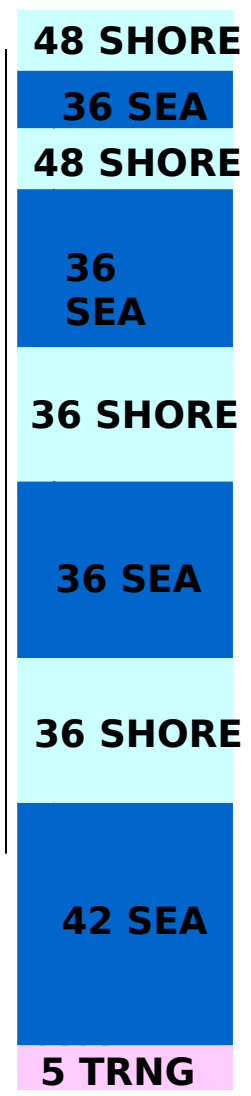


Sea & Shore  
INV /  
Sea & Shore  
BA  
(Minus IA  
Account)



**Total Inventory - 172**  
**Sea - 45**  
**Shore - 122**  
**Initial Students -1**  
**Other Students/TPPH -4**

Flow-Points  
20.7 YOS

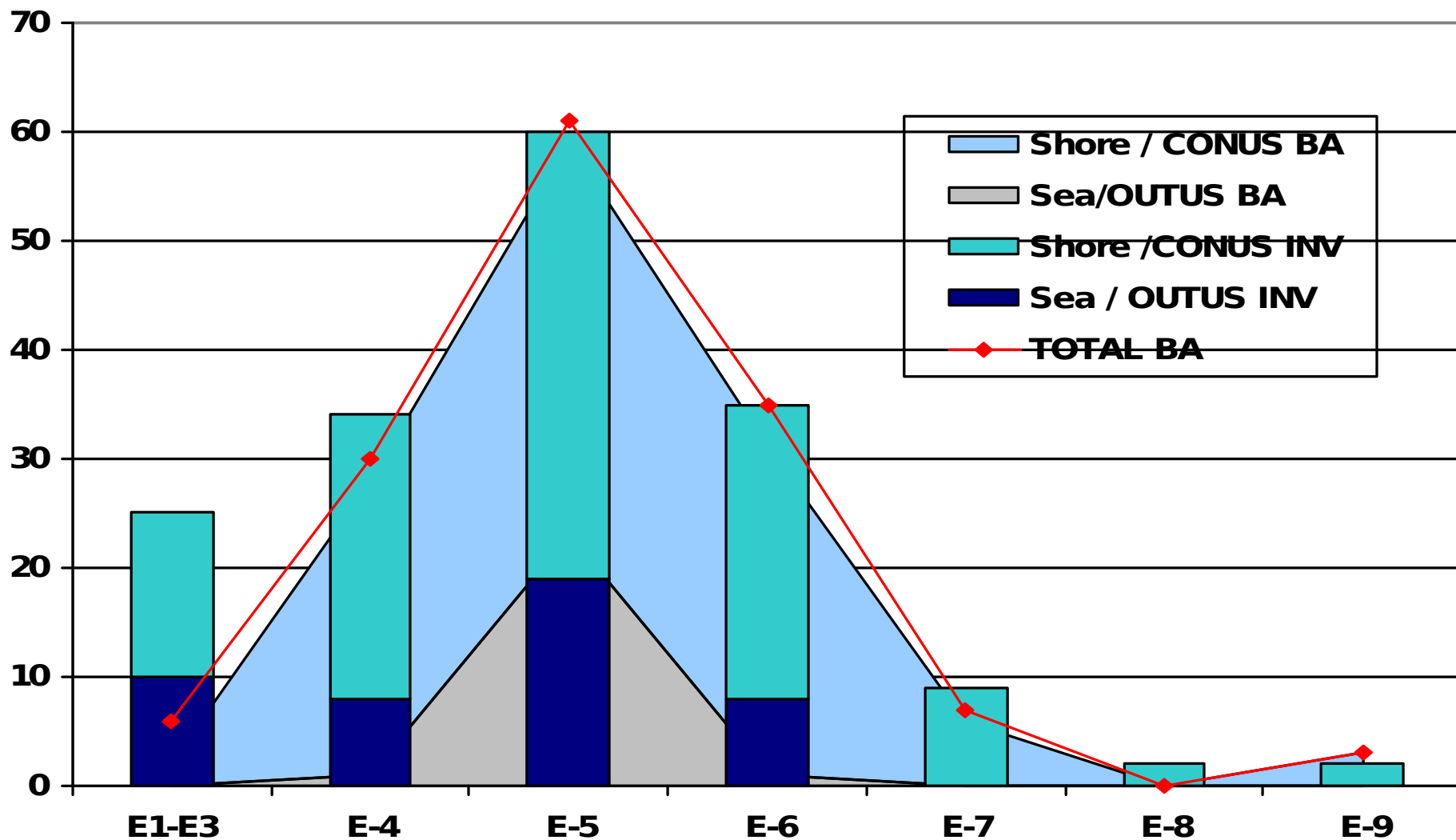
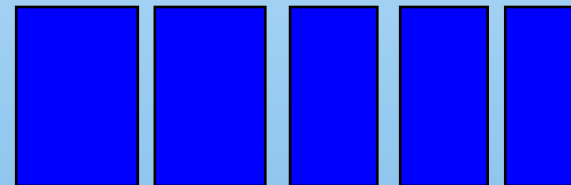


09/13/16

Sea Shore

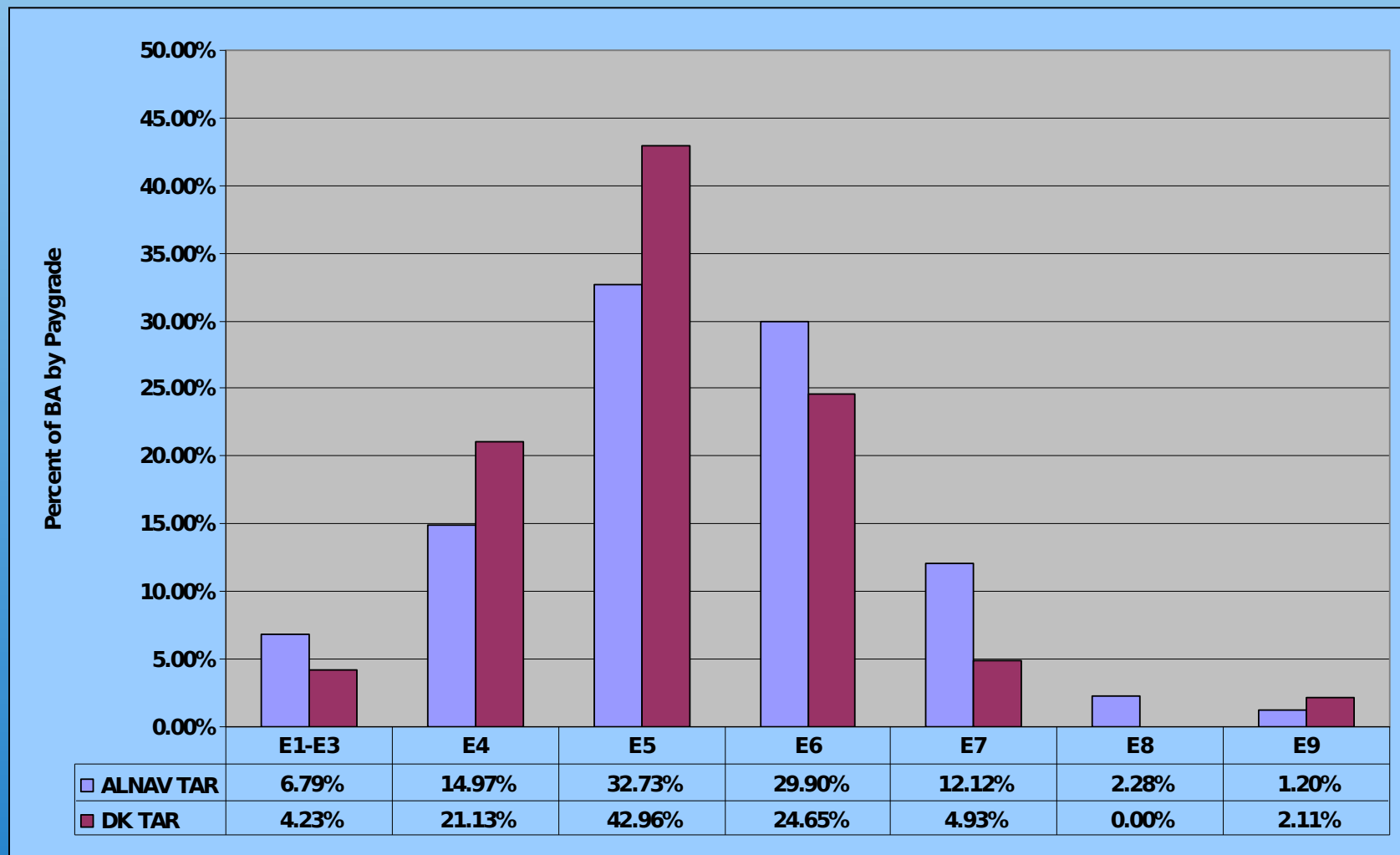
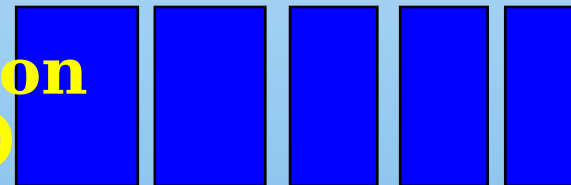


# DK FTS Rating Billet Analysis





# DK FTS Paygrade Distribution (Billet Pyramid/Diamond)



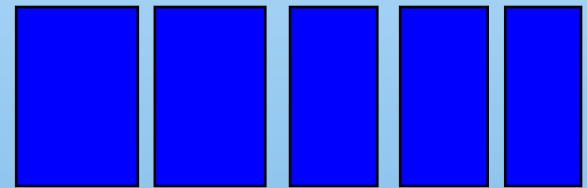
09/13/16

24

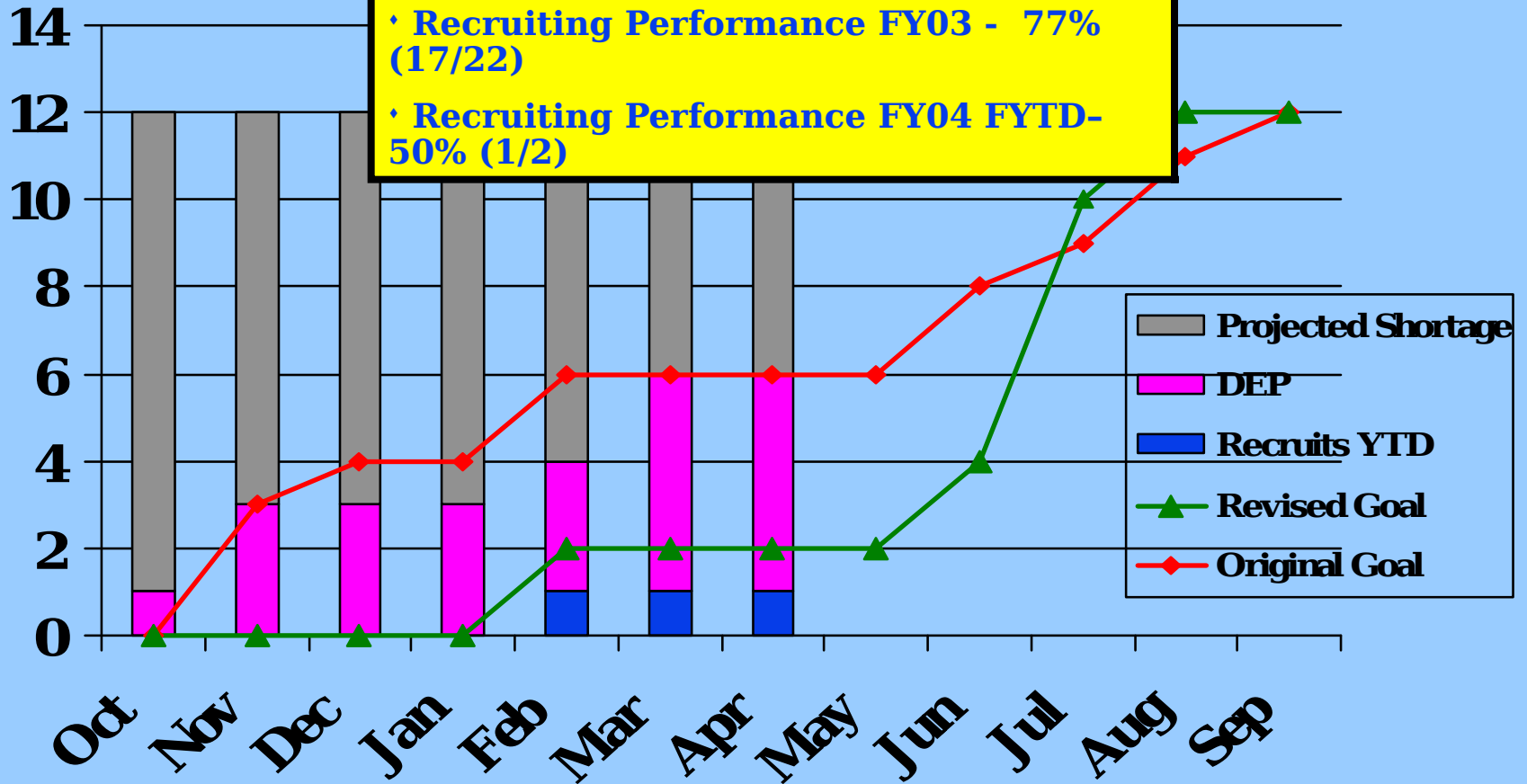




# DK FTS Recruiting



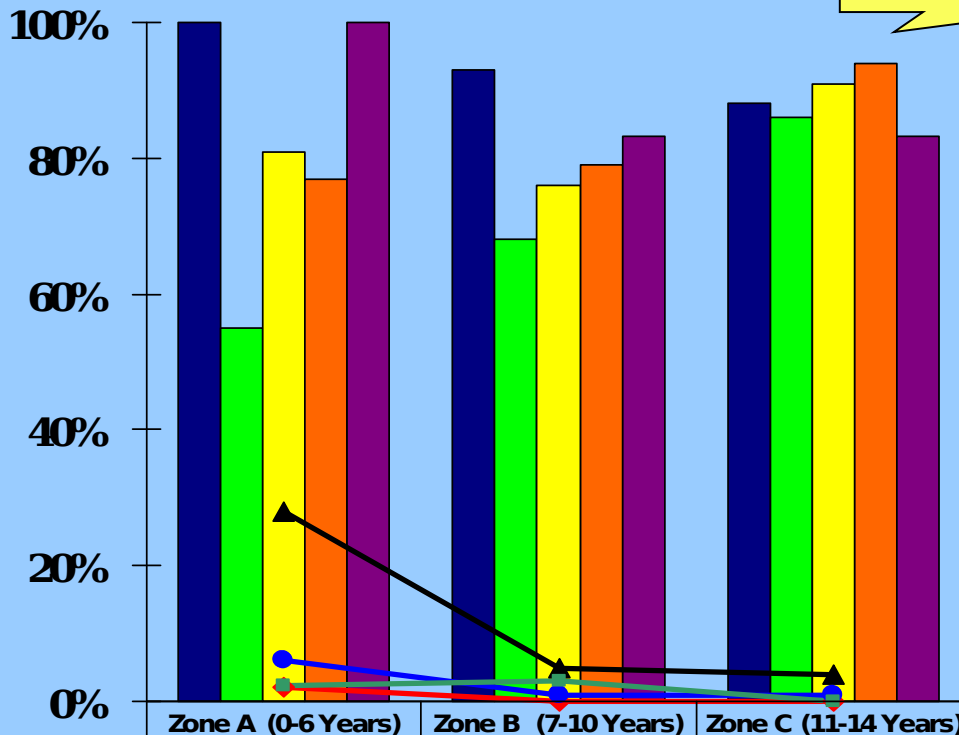
• Recruiting Performance FY02 - 75% (30/40)  
• Recruiting Performance FY03 - 77% (17/22)  
• Recruiting Performance FY04 FYTD - 50% (1/2)





# DK FTS Reenlistments and Attrition (RMS)

Period of Report...  
1 May 03 to 31 May 04



## FY 02 TAR Attrition (Zone A)

DK TAR: 1) Drug Abuse - 1.56%  
6.25% 2) Serious Offense - 1.56%  
1.56% 3) Personality Disorder -

Supply TAR: 1) Drug Abuse - 2.08%  
5.63% 2) Serious Offense -  
0.83% 3) Misconduct - 0.83%

ALNAV TAR: 1) Drug Abuse - 2.19%  
7.4% 2) Fraud/Erroneous Entry -  
1.69% 3) Misconduct - 1.54%

DK TAR: 1) Drug Abuse - 1.2%  
2.41% 2) Personality Disorder -  
1.2%

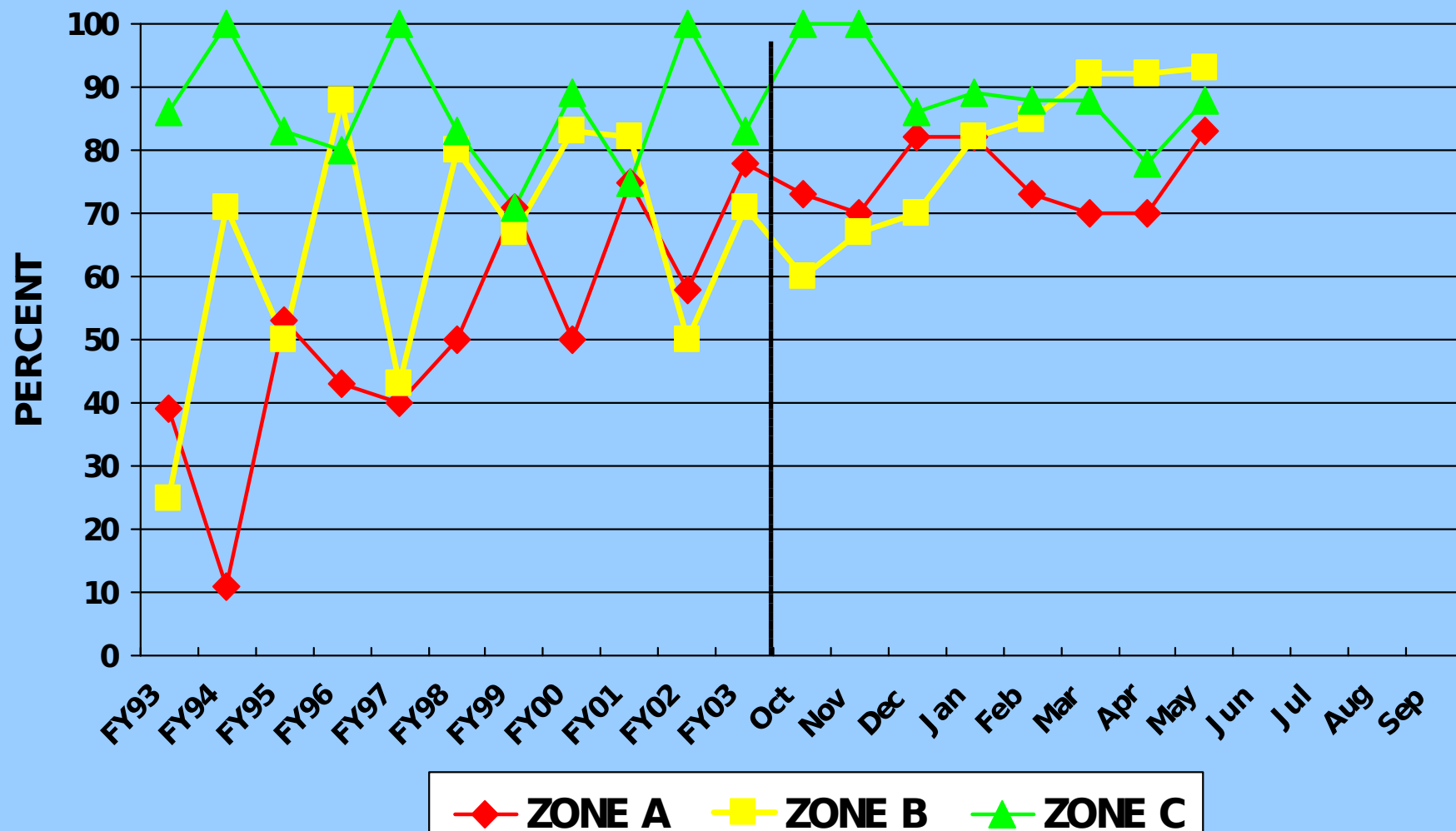
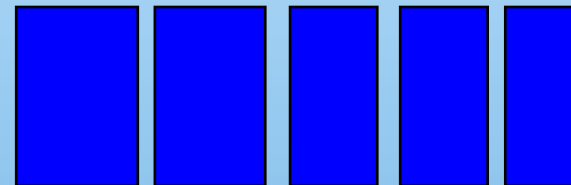
Supply TAR: 1) Drug Abuse - 1.72%  
5.25% 2) Misconduct - 1.08%  
0.43% 3) Serious Offense -

ALNAV TAR: 1) Drug Abuse - 1.7%  
6.9% 2) Fraud/Erroneous  
Entry - 1.5% 3) Misconduct - 1.3 %

2 sailors lost



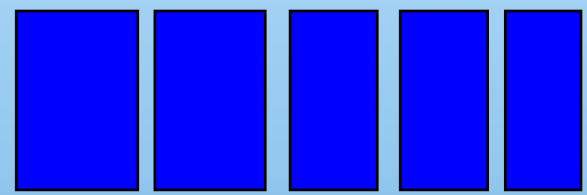
# DK FTS Rating Retention Rates



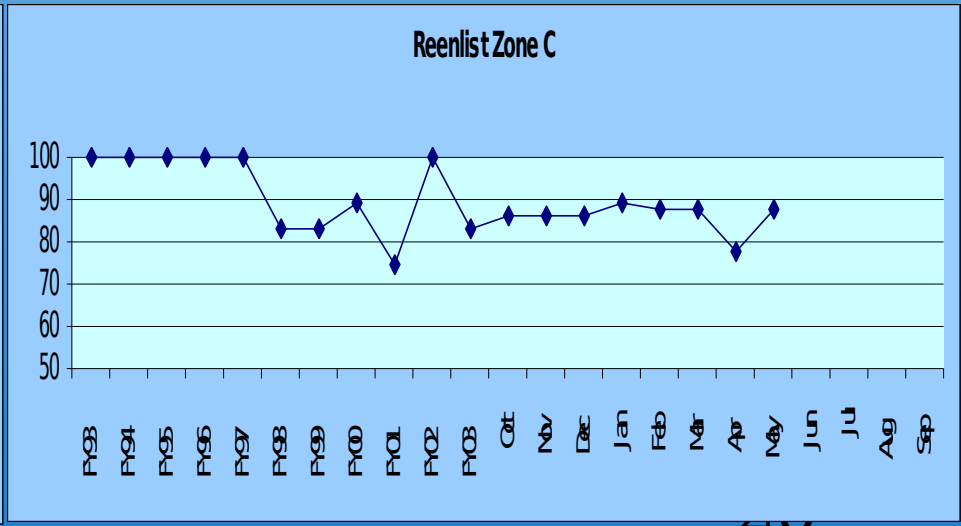
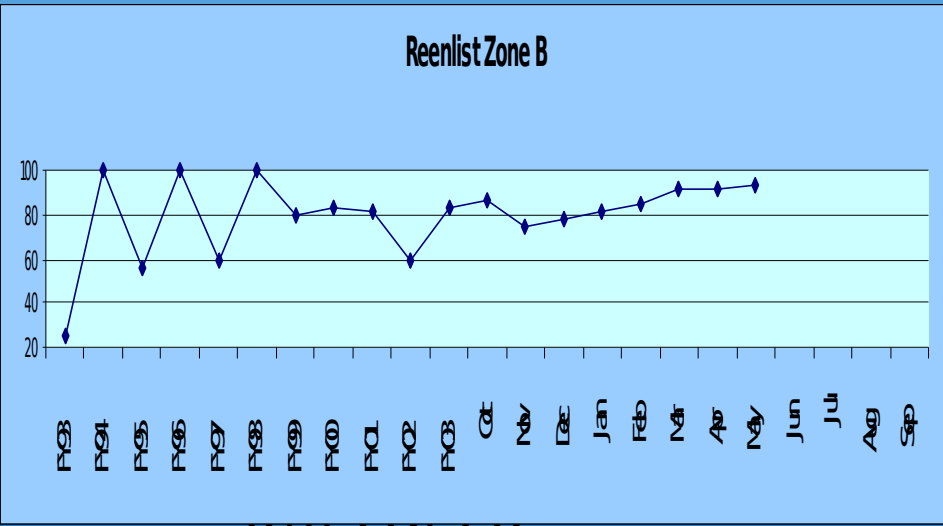
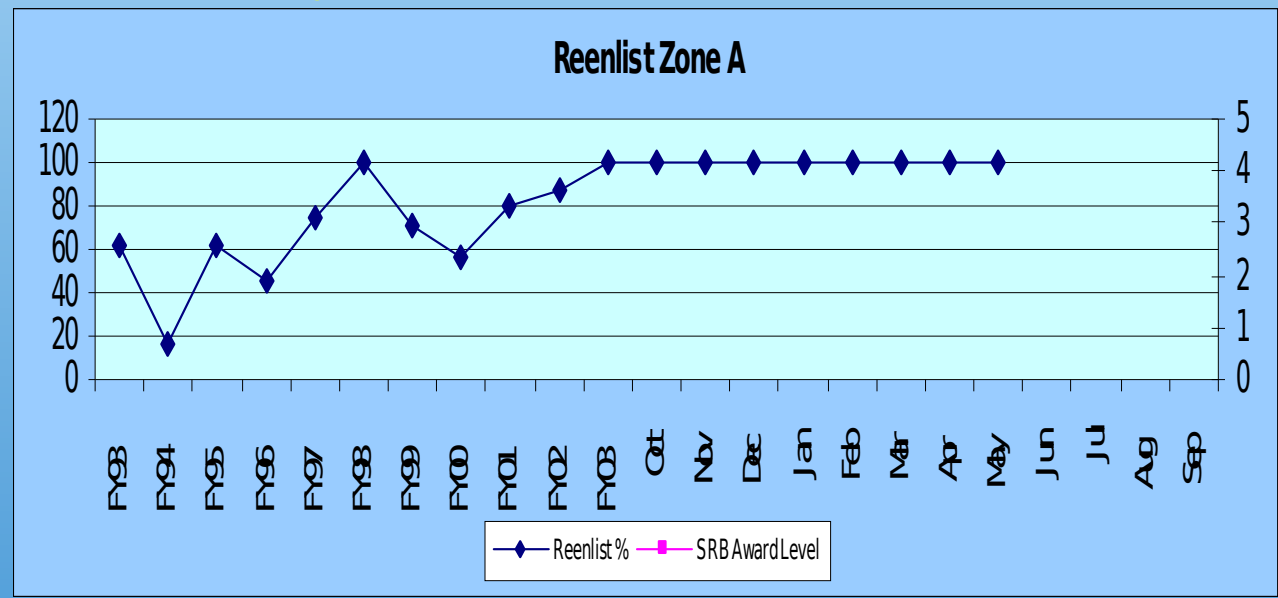


# DK FTS Rating

## Reenlistments Compared With SRB Levels (History)

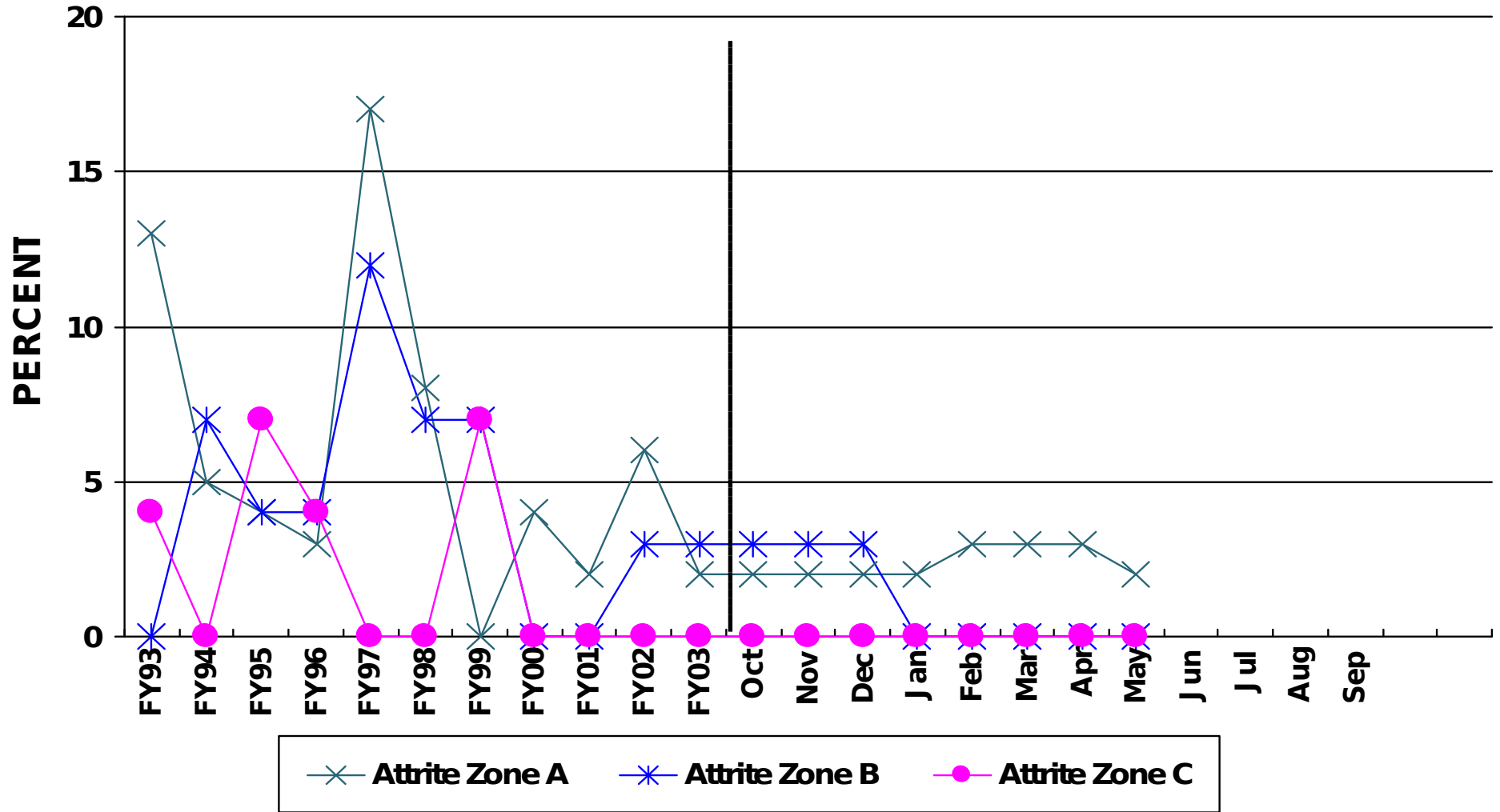
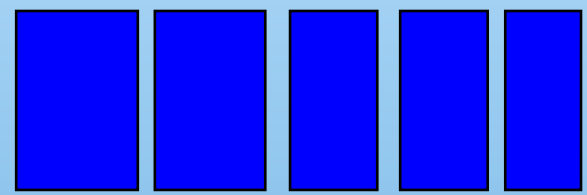


• SRB = Highest Level At Year Established





# DK FTS Rating Attrition (History)

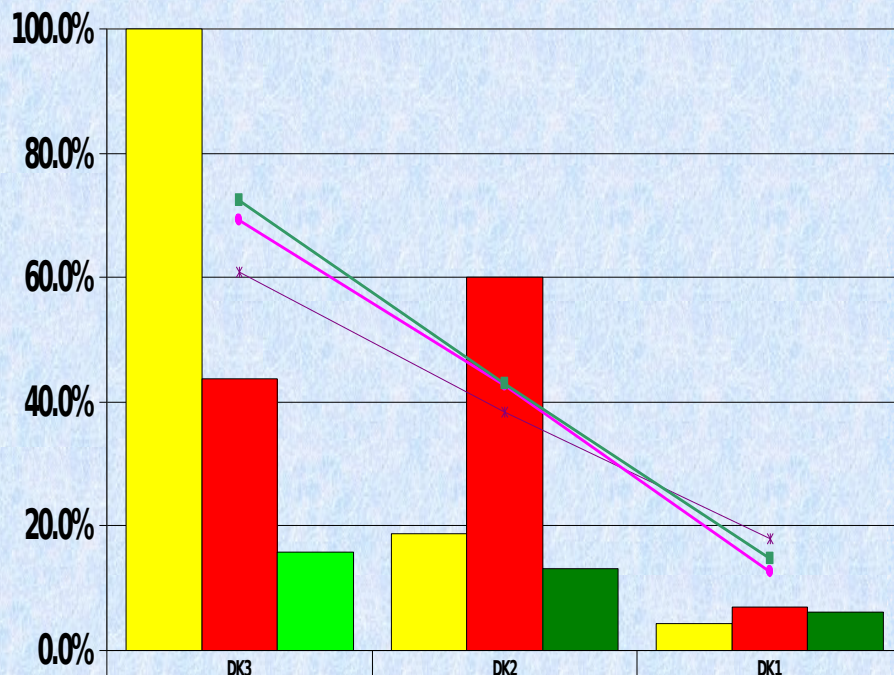




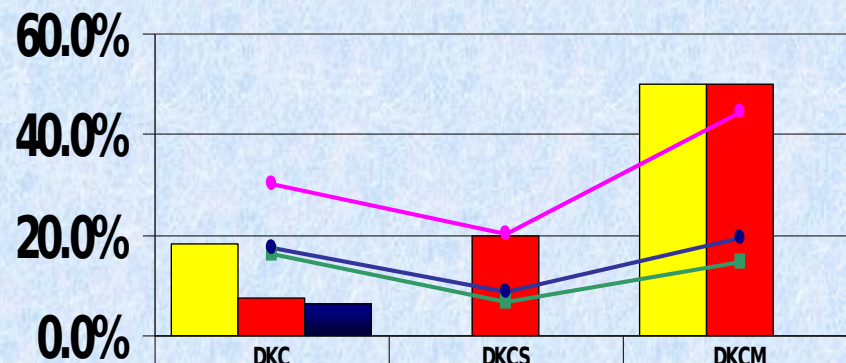
# DK FTS Advancement

Flow Points (Years)	DK3	ALNAV	DK2	ALNAV	DK1	ALNAV	DKC	ALNAV	DKCS	ALNAV	DKCM	ALNAV
TIG	1.0	1.3	2.0	2.5	5.9	5.4	12.3	5.6	4.2	5.8	6.3	4.6
TAFMS	2.7	2.4	4.0	4.5	9.4	10.4	18.6	14.9	19.9	18.4	20.7	20.2

DK Advancement E4-E6



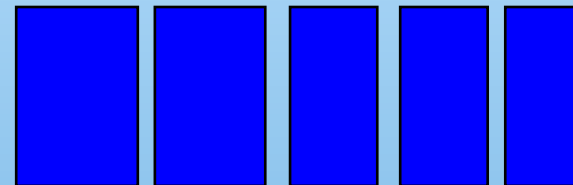
DK Advancement E7-E9



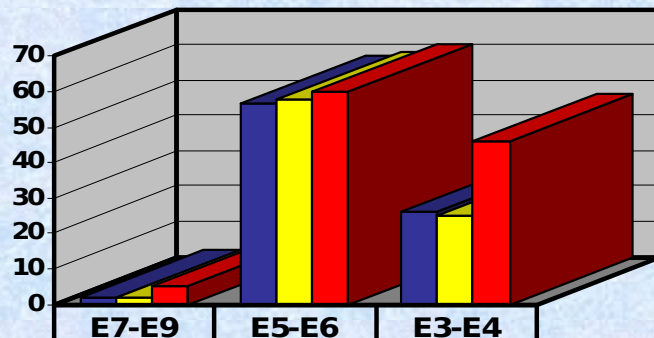
FY 02	18.2%	0.0%	50.0%
FY 03	7.7%	20.0%	50.0%
FY 04	6.3%	0.0%	0.0%
5 Yr DK Avg	15.2%	10.2%	22.2%
ALNAV FY 04	16.5%	6.7%	14.7%
5 Yr ALNAV AVG	17.5%	8.7%	19.3%



# DK FTS MCA Manning Profile

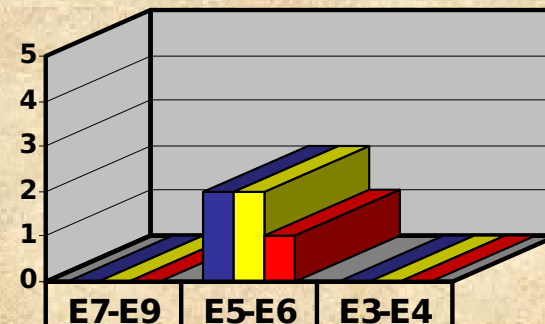


**MCA - LANTFLT**



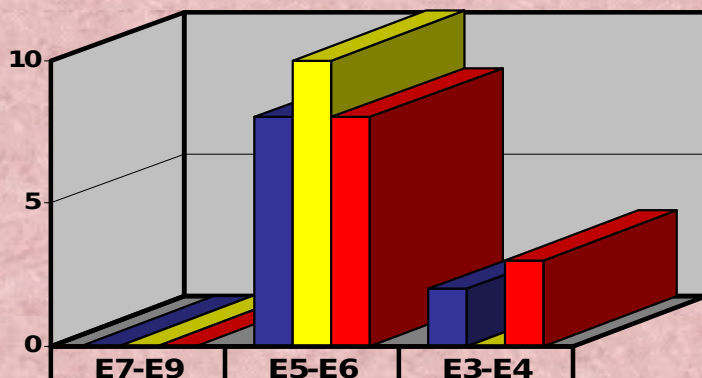
	E7-E9	E5-E6	E3-E4
P9 BA	2	57	26
P9 NMP	2	58	25
COB/INV	5	60	46

**MCA - BUPERS**



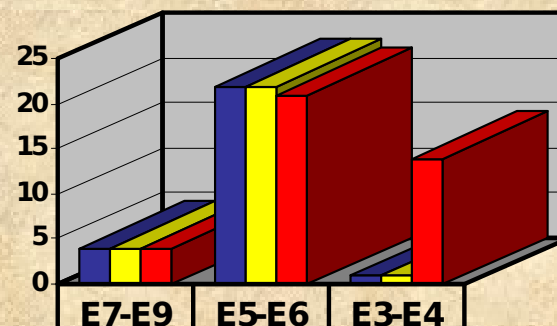
	E7-E9	E5-E6	E3-E4
P9 BA	0	2	0
P9 NMP	0	2	0
COB/INV	0	1	0

**MCA - PACFLT**



	E7-E9	E5-E6	E3-E4
P9 BA	0	8	2
P9 NMP	0	10	0
COB/INV	0	8	3

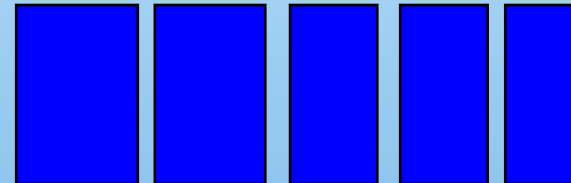
**MCA - RESFOR**



	E7-E9	E5-E6	E3-E4
P9 BA	4	22	1
P9 NMP	4	22	1
COB/INV	4	21	14



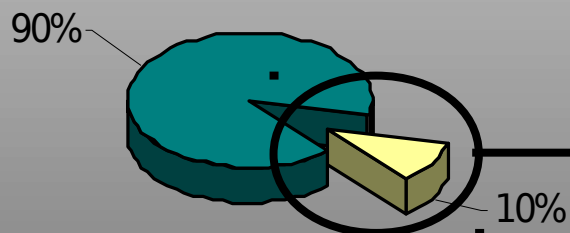
# DK FTS Billet Breakdown



## Actual Sailors Serving Out of Rate

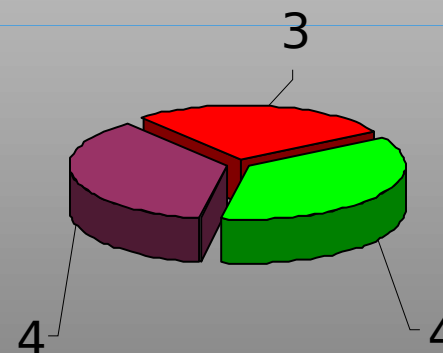
- Instructor - 0
  - General - 0
  - Security - 0
  - Recruiting - 0
- Total: 0 people serving in 11 (+1) billets**

### DK TAR Shore Billets In Rate vs Out of Rate



■ In Rate  
■ Out of Rate

### DK TAR Shore Billets Out of Rate

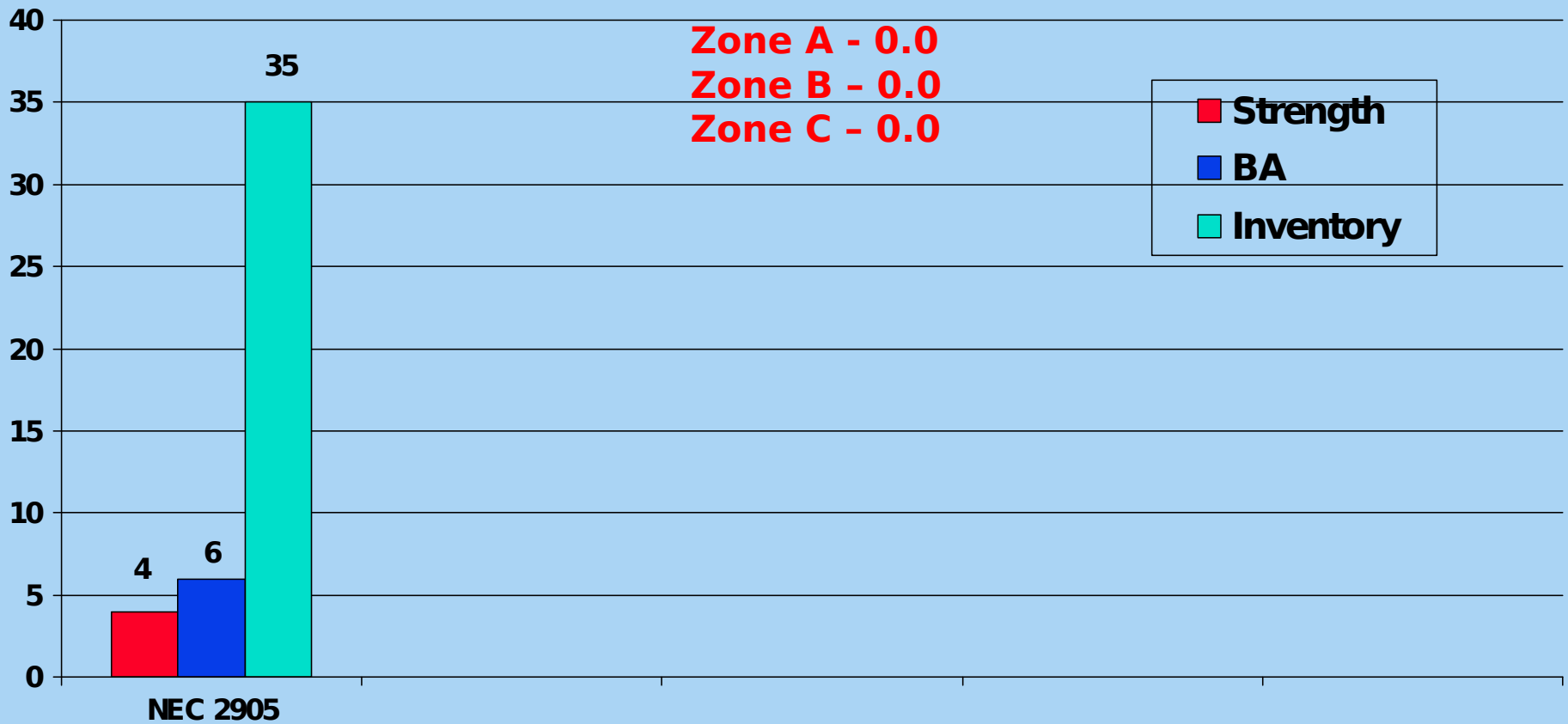
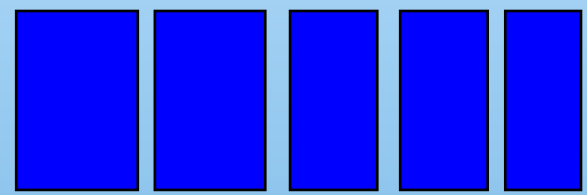


■ Instructor  
■ Security  
■ General





# DK FTS Rating NEC Manning and SRB Rates



2905 - Disbursing Afloat Automated System Specialist



# DK Schools List

## "A" School

Course	ASVA B Rqmt	CIN	FY01 Util %	FY 02 Util%	FY 03 Util %	Course Length	CDP	Location
DK "A" School	105	A-542-0011	116%	148%	49%	50 Days	6061	NTTC Meridian, MS

### NEC 2905 "C " School

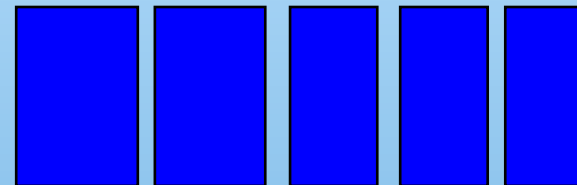
Open school to E4s to  
take advantage of  
Career Schools List  
Opportunities and  
Increase Inventory  
holding NEC

## "C" Schools

Course	NEC Awarded	CIN	FY 01 Util %	FY 02 Util %	FY 03 Util %	Course Length	CDP	Location(s)
Disbursing Afloat Automated Systems Specialist (Career Schools Listing)	2905	A-542-0015	41%	63%	59%	33 Days	150A 540H 574C 607E	FTC Norfolk Silverdale, WA FTC San Diego LTA Mayport FL
Disbursing Clerk Fiscal Procedures	None	A-542-0014	139%	93%	86%	12 Days	4717 540F 574B 607D 740Y	FTC Norfolk Silverdale, WA San Diego LTA Mayport, FL Pearl Harbor
Disbursing Clerk Travel Payments	None	A-542-0013	110%	101%	129%	12 Days	4716 574A 540E 607C	FTC Norfolk FTC San Diego TTF Bangor, WA LTA Mayport, FL
ATM III	None	N/A	--	--	--			FTC Norfolk FTC San Diego
DJMS Refresher	None	N/A	--	--	--			FTC Norfolk FTC San Diego



# DK Community Initiatives



## ➤ Rating Merger

- NEOCS complete recommending merger....next OPNAV N1, CNO and SECNAV approval....estimated start March 2004

- ◆ Personnel Specialist (PS) -- PN rating Badge

## ➤ Why Merge?

- NAVSUP Workload Reduction Programs

- ◆ Disbursing Off-Ship
- ◆ Pay and Personnel Ashore (PAPA)
- ◆ Navy Cash Card (Cash Light Ship)

- Disbursing Pay/Personnel Systems

- ◆ Navy Integrated Personnel System (NSIPS) - Interim System
- ◆ Defense Joint Military Pay System (DJMS)/Defense MILPAY Office (DMO) - Interim System
  - Defense Integrated Military Human Resource System (DIMHRS)

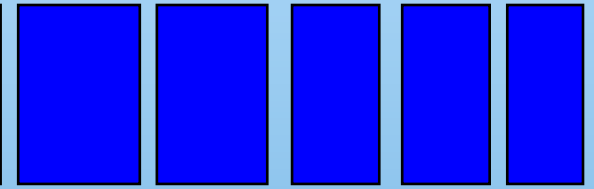
DIMHRS/D  
TS

Future  
Integrated  
Pay/Person  
nel  
Systems...

Navy  
Deployment  
4-5 Years



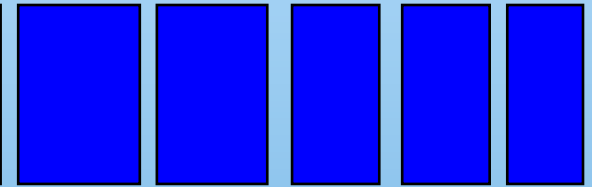
# Why Personnel Specialist?



- **Rating Name Proposal - - Personnel Specialist (PS)**
  - **Personnel Specialist - readily convertible to the civilian sector**
  - **Removes the gender connotation associated with "Personnelman"**
  - **Has civilian certifications available that apply to the occupation**
  
- **A PS in the civilian sector encompasses the following job skills:**
  - ***personnel administration / position classification and compensation / employee training and development / benefits administration / personnel policies and procedures / researches information and statistics and prepares reports / preparing staff reports on the fiscal impact of implementing salary range and classification changes / preparing, coordinating and presenting employee training and development programs / draft and revise training materials / administration of the employee benefits program / provides individual counseling and guidance to employees and retirees***



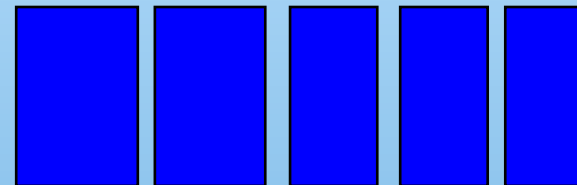
# Other Navies and Services



- **Examples of other navies that have ratings that compare to the functions performed by U.S. Navy DK, PN, and YN ratings are listed below:**
  - **Royal Australian Navy - Writer (WTR)**
  - **British Royal Navy - Writer (WTR)**
  - **Canadian Navy - Resource Management Support Clerk (RMS CLK)**
  - **The functions they perform are Human Resource Admin, Financial Management, Personnel Support, and Corporate and general administration/clerical work**
- **Army pay and personnel**
  - **Personnel Administration Specialist (MOS-75B) / Finance Specialist (MOS-73C ) / Accounting Specialist (MOS-73D)**
- **Air Force pay and personnel**
  - **Finance Specialist (6F0X1) / Personnel Specialist (3S0X1)**
- **Marine Corps pay and personnel:**
  - **Personnel Clerk (0121) / Financial Clerk/ Finance Technician (3432)**



# Other Potential DK/PN Rating Names Reviewed



## ➤ Names Reviewed

1. Personnel Specialist
2. Personnel Management Specialist
3. Personnel Services Specialist
4. Personnel Support Specialist
5. Personnel Program Specialist
6. Administrative Personnel Specialist
7. Personnel Administrative Specialist
8. Organizational Resource Specialist
9. Organizational Personnel Specialist
10. Administrative Specialist
11. Customer (Consumer) Resource Specialist
12. Service Resource Specialist
13. Business Process Specialist
14. Customer Support Specialist
15. Support Management Specialist
16. Functional Support Specialist
17. Human Resource Specialist
18. Resource Specialist
19. Pay and Personnel Specialist
20. Customer Service Specialist
21. Business Manager Specialist
22. Resource Management Support Clerk
23. Pay and Personnel Clerk